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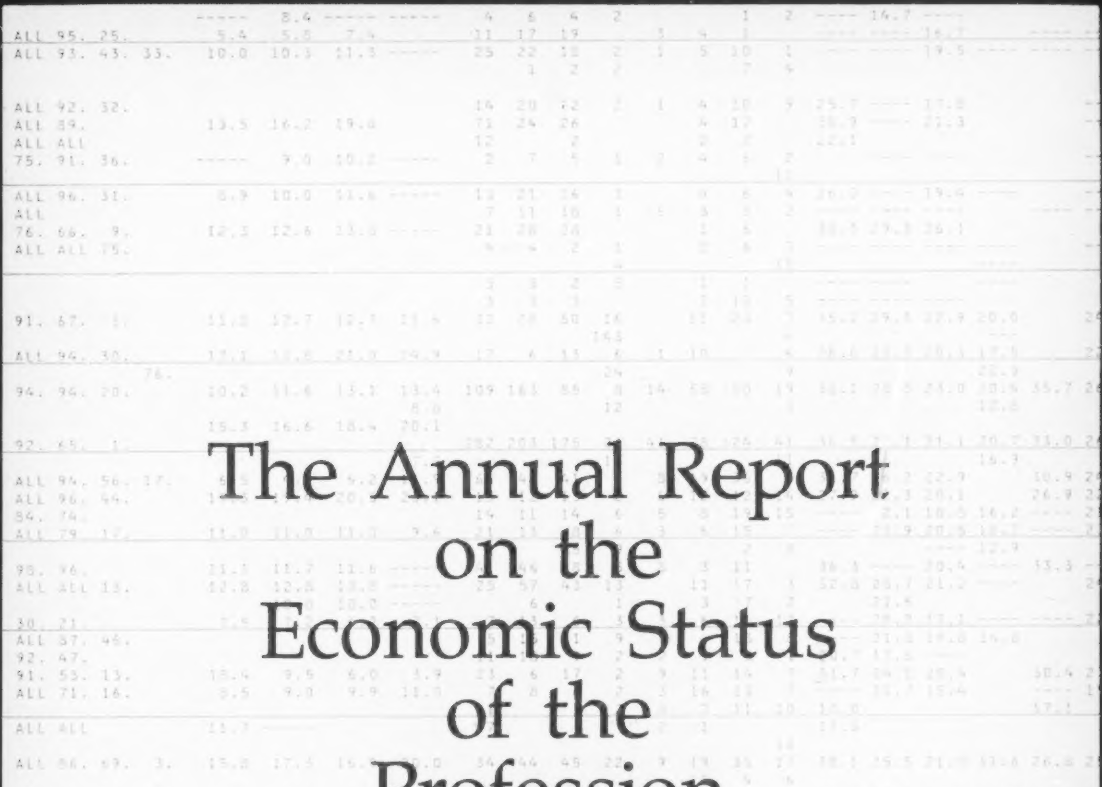
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL 1986



The Annual Report on the Economic Status of the Profession 1985–86

SPECIAL ISSUE

FEDERAL TAX
W2
%
E=MC²
Random
Root 2:
TT-RX² 3A/2
10
1983 Tax Table
Employee's Withholding
Subtract line D2 from line D1
withholding

The Case of the Tax-Perplexed Professor

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BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL, 1986
Volume 72, Number 2

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Opinions expressed in *Academe* contributed features are those of the author and do not necessarily represent the policies of the American Association of University Professors.

ACADEME: *Bulletin of the American Association of University Professors* is published six times a year: Jan-Feb, March-April, May-June, July-Aug, Sept-Oct, Nov-Dec. Subscriptions at $10 are included in membership dues. Nonmembers may subscribe for $35. Foreign subscriptions are $37. Second-class postage paid at Washington, D.C., and at additional mailing offices.

POSTMASTER: Send address changes to *Academe*, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005.

(ISSN 0190-2946)

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Continuing the Upward Climb

- ☐ Prospects for the future continue to look brighter than they have in recent years.
- ☐ For the second time since 1979-80, increases in salary for public institutions are at least equal to those for private institutions.
- ☐ Increases in salary levels expressed in real terms rose 2.5 percent.
- ☐ Increases in salary for continuing faculty averaged 7.3 percent.
- ☐ Salaries averaged $37,330, $31,990, $26,920 and $28,320 for institutions in Categories I (Doctoral-level), IIA (Comprehensive), IIB (General Baccalaureate), and IV (Two-year without academic ranks), respectively.

These highlights and others are discussed in the report by W. Lee Hansen, chair of the AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions that completed Form MEA 22. The AAUP annual survey was conducted by Maryse Eymonerie Associates, who were also responsible for editing, processing, and tabulating the data for this report. Data for 2,159 institutions are presented in the two Appendix Tables at the end of this report. Data for pre-clinical departments of medical schools, which in previous years have been presented in Appendix III, will appear in the next issue of *Academe*.

The Annual Report on the Economic Status of the Profession, 1985–86

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Continuing the Upward Climb

The Annual Report on the Economic Status of the Profession, 1985–86*

The news about the economic status of the academic profession continues to be encouraging. Over the past year real salary levels rose by 2.5 percent, about the same increase as the year before. This year's gain reflects a continuation of high nominal increases in salaries combined with the lowest inflation rate in years. If this combination of factors continues to hold over the next few years, faculty members may find themselves gradually recouping the tremendous loss in purchasing power they suffered in the 1970s.

Continued improvements in the economic status of the profession are essential if colleges and universities are to be able to cope with changes expected in the 1990s. For example, by the early to mid-1990s enrollments are likely to begin increasing again after a projected enrollment dip in the late 1980s. In addition, increasing proportions of faculty members will be retiring by the mid-1990s, reflecting the rapid buildup of higher education faculty members starting in the early 1960s. Taken together, this means that the demand for new faculty members will begin increasing sharply by the mid-1990s, just about the time that a newly enrolled freshman in fall 1986 might be expected to have completed a Ph.D. and be ready to begin a teaching and research career at a college or university. More than numbers are at stake, however. Improved salaries are required to help attract highly talented young people into the academic sector so that the quality of the enterprise is maintained. Thus, the increase in real salaries is encouraging, not only for present faculty members but for their potential successors who will carry on into the twenty-first centry.

THE SHORT AND LONG PERSPECTIVE

An overview of this year's developments is provided by Table I which shows the monetary and real increases in salary levels by rank over the past decade. Most striking is the sharp change that occurred beginning in 1980–81. Prior to that—indeed, back to 1973–74—real salaries declined each year. But now we see a string of five years in which real salaries increased and increased quite uniformly across the different ranks.

We can illustrate how the economic status of the profession has changed by calculating, as we have done for past reports, changes in the level of real salaries starting with the 1970–71 base year (1970–71 = 100). The decade of the 1970s was a disastrous one. The level of real salaries fell by 21 percent through 1980–81, largely as a result of the inability of faculty salaries to keep pace with inflation. Since that time the improved economic situation has led to real salary gains, pushing the index back up to 86.1. This means that an increase of 16.1 percent is required to eliminate the gap. But if the present trend continues that gap should steadily narrow.

WHICH COMPARISON?

Suggestions have been made by various observers that our focus on the economic status of the profession, as measured by average salary levels, as we used them above, hides the fact that faculty members who remain in the profession receive percentage increases in salary that exceed those for all faculty members. That increases for continuing faculty members are larger is not surprising because academic salaries, like those in most fields, tend to increase with age and experience. Of course, institutional changes are affected by turnover, but salary increases for continuing faculty members are not.

In any case, the argument made is that the data on percentage changes in salary levels, shown in Table 1, distort what is happening to the majority of faculty members who have committed themselves to academic careers.

The data on salary increases for continuing faculty members do indeed exhibit larger annual increases whether measured in monetary or real terms, as indicated by Table II. Over the period shown, increases in real salaries occurred in seven of the ten years; this compares with real salary increases in five of the eleven periods in Table 1

What happens when we compare real salary changes for the 1974–75 to 1985–86 period? (We use 1974–75 as a base because this is the first year for which we have appropriate data on continuing faculty salary increases). We find that average salary levels declined by 7.3 percent over this period, whereas the average salary level of continuing faculty members rose by 1.6 percent.

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*The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, prepaid order only).

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1974–75

One-Year Period	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1974-75 to 1975-76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975-76 to 1976-77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976-77 to 1977-78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977-78 to 1978-79	5.6	5.8	5.9	6.0	5.8	−3.5	−3.3	−3.2	−3.1	−3.3	9.4
1978-79 to 1979-80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979-80 to 1980-81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980-81 to 1981-82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981-82 to 1982-83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982-83 to 1983-84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983-84 to 1984-85	6.7	6.4	6.6	6.2	6.6	2.6	2.3	2.5	2.1	2.6	3.9
1984-85 to 1985-86	6.1	5.9	6.2	5.9	6.1	2.5	2.3	2.6	2.3	2.5	3.5*

[1] Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statatistics (CPI on standard academic-year basis). Negative numbers = decreases.

* The changes in the CPI for the months of February through June 1986 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

What do we make of this comparison? Two observations are particularly pertinent. First, the simplest way to compare the economic gains resulting from different occupational choices is to examine average salary levels and changes in them over time. This information summarizes the experience of everyone in an occupation and thus is the most comprehensive piece of information available. Moreover, this information is available for large numbers of occupations, thereby permitting a wide variety of comparisons among occupations and over time.

Another approach is to focus on starting salaries and the rate of salary progression over time. This information is useful to people who wonder what their earning experience might be in a particular occupation. One dimension of such information is data on salary increases for people who continue in their jobs from one year to the next year, Unfortunately, this kind of information is much more difficult to obtain. Indeed, college professors are one of the few groups for which such data are collected. Thus having this information for only a single occupation is not very helpful. Were such data available for other occupations, they would also show more rapid rates of increase in real salaries for continuing as compared to all current employees.

Arguing that comparisons of average salaries distort what is happening to the economic position of faculty members seems inappropriate. Since the earnings of continuing employees in other sectors are also going up, the question is whether increases for continuing faculty members are equal to, greater than, or less than those for comparable occupations elsewhere. My guess is that these increases have been less.

THIS YEAR'S DEVELOPMENTS

Over the past year the overall increase in average salaries equalled 6.1 percent (see Table 1). This compares with a slight decline from the 6.6 percent figure last year. Virtually all of the decline can be attributed to the smaller increase for public institutions (6.1 percent as contrasted to 6.9 percent a year ago). It is difficult to know what to make of this decline, but it may reflect the problems some states have been experiencing because of revenue shortfalls. Meanwhile, the overall percentage increases for private independent and church-related institutions remained almost unchanged.

We show in Table 2 the distribution of percentage changes in average salary levels. Most striking is the substantial percentage of institutions awarding average salary increases of 10 percent or more: 28 percent overall, and 41 percent for public institutions as compared to 23 percent for private independent and only 12 percent for church-related institutions. This reflects the substantial efforts of numerous states to make up for their relatively smaller increases in previous years. Indeed, 1985-86 was a year of providing catch-up salary increases for faculty. The actual numbers of faculty affected by these increases are shown in the bottom panel of the table. Similar data for continuing faculty are also shown in Table 2.

At this point it is difficult to forecast what will happen next year because the eocnomic outlook has been clouded during the past few months when salary decisions were being made. On the other hand, private institutions, at least those with substantial endowments, have experienced exraordinary capital gains in their portfolios. This will place a number of private institutions, typically those with the highest average salary levels, in an exceptionally strong position to increase salaries if that is what they choose to do with their gains.

How did salary increases compare across the different categories of institutions? They were not uniform, as is clear from Table 1. Category I (doctoral level) and Category IIC (specialized) provided the most substantial salary increases, averaging 6.7 percent in each case. Category IIA (comprehensive) lagged well behind, with increases of under 5.5 percent; Categories III and IV (two-year colleges with and without ranks respectively) also exhibited below average increases of 5.8 percent. Increases by rank tended to be quite uniform within each institutional category and type.

There is little to be said about changes in absolute salary levels. The private independent institution advantage continues in all categories combined, and the church-related institution lags behind. But this is largely a result of the mix of salary levels by category and type. For example, as shown in Table 3, private institutions dominate in Category I; salaries are about equal in category IIA; in Category IIB church-related institutions pay appreciably less than do the public and private institutions; in Category IIC the public institutions pay the most and church-related institutions pay the least; and in Categories III and IV the public institutions dominate over both their private and their church-related counterparts. These are long-standing patterns that are likely to continue.

Salary data for men and women faculty members, shown in Table 4, indicate that women have not yet caught up with their male counterparts. We might expect salary differences to be smallest at the assistant professor level because most people at that rank are relatively recently hired and have presumably been less actively discriminated against than might have been the case for women now at the associate and full-professor ranks. If this is true, average salaries for newly hired assistant professors should reveal little or no differences, at least within disciplines; the same should apply to assistant professors. That may well be the case, but if so the only other factor that could account for differences in average salaries is the different distribution of men and women faculty members by discipline. Typically, women faculty members are concentrated in the humanities and other low-salary fields; this contrasts with males who by and large are concentrated in higher paying fields such as the sciences, engineering, and the other professional schools. Thus, overall average salary levels could differ even though average salaries are equal for men and women within each field.

Salaries by Discipline

Partial confirmation of this view is provided by table III which shows the wide range of starting salaries by discipline. Differences in salaries by discipline continue to widen, as illustrated by average salary data for full professors and for new assistant professors in land-grant colleges and universities. Percentage salary increases for full professors again this year were slightly higher in the professional and scientific disciplines. The disparities were considerably greater, however, for new assistant professors. The strength of demand for business, computer information, and engineering faculty members seems to have tapered off somewhat. Still, the increases recorded for these disciplines continue to be substantial relative to the humanities. When these increases are added to those reported from 1976–77 to 1984–85, it is clear that the faculty salary structure has changed dramatically. And there certainly are no signs yet that it is reverting back to what it once was.

Fringe Benefits

Fringe benefits continue to increase. Compared to two years ago, fringe benefits as a percentage of salary have risen from 20.3 to 21.8 percent in public institutions,

TABLE II

Percentage Increases in the Consumer Price Index and Average Salary of Continuing Faculty, Monetary and Real,[1] 1975–76 thru 1985–86

Academic Year	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1974-75 to 1975-76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975-76 to 1976-77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976-77 to 1977-78	5.9	6.0	5.9	5.9	5.9	−0.7	−0.7	−0.7	−0.7	−0.7	6.7
1977-78 to 1978-79	6.9	7.6	8.0	8.4	7.4	−2.3	−1.6	−1.3	−0.9	−1.8	9.4
1978-79 to 1979-80	7.8	8.2	8.7	8.9	8.1	−4.9	−4.5	−4.1	−3.9	−4.6	13.3
1979-80 to 1980-81	9.6	10.0	10.6	10.6	10.0	−6.0	−5.7	−5.1	−5.1	−5.7	11.6
1980-81 to 1981-82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981-82 to 1982-83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982-83 to 1983-84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983-84 to 1984-85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984-85 to 1985-86	7.0	7.4	7.9	7.6	7.3	3.4	3.8	4.3	4.0	3.9	3.5*

[1] Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statistics (CPI on standard academic-year basis). Negative numbers = decreases.

* The changes in the CPI for the months of February through June 1986 have been estimated. As soon as the information becomes available, this figure will be revised if necessary and published in a subsequent issue of *Academe*.

TABLE III

Average Salary Levels for Full Professors and New Assistant Professors 1985–86 and Percentage Change from 1984–85 to 1985–86, by Discipline[1]

(Listed in Descending Order of Salary Levels)

Discipline	Average Salary	Percentage Change	Discipline	Average Salary	Percentage Change
FULL PROFESSOR			NEW ASSISTANT PROFESSOR		
Law	62,177	7.3	Law	38,092	3.3
Computer Info.	51,840	8.2	Business	35,670	8.1
Business	50,792	7.7	Computer Info.	35,414	8.4
Engineering	50,390	6.8	Engineering	34,523	8.1
Physical Sci.	47,639	6.2	Agriculture	27,567	10.2
Mathematics	46,053	5.6	Mathematics	26,627	7.9
Social Sci.	45,519	5.4	Physical Sci.	26,512	7.4
Biology	45,050	5.6	Biology	25,999	9.0
Psychology	44,812	5.8	Tech. & Occup.	25,971	13.6
Library	43,821	4.0	Home Econ.	25,237	10.3
Public Aff.	43,757	5.8	Public Aff.	25,208	7.2
Tech. & Occup.	43,472	9.8	Communications	25,106	13.3
Foreign Langs.	43,317	4.8	Architecture	24,957	3.4
Letters	43,283	5.6	Social Sci.	24,277	8.9
Architecture	43,032	5.4	Education	23,916	8.6
Interdisc. Stud.	42,828	3.2	Psychology	23,527	5.9
Agriculture	42,147	5.4	Library	23,338	4.5
Home Econ.	41,836	4.8	Fine Arts	22,435	6.9
Area Studies	41,309	4.8	Foreign Langs.	22,358	9.0
Communications	41,151	5.4	Area Studies	21.250	−3.4
Education	40,577	5.8	Letters	22,197	4.9
Fine Arts	39,845	5.6	Interdisc. Stud.	20,500	−2.1
All Major Fields	46,338	5.8	All Major Fields	27,839	6.8

[1] Taken from the 1985-86 and 1984-85 Faculty Salary Surveys by Discipline of Institutions Belonging to the National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

from 20.7 to 22.6 percent in private independent institutions, and from 19.1 to 21.7 percent in church-related institutions. The major contributors to these increases have been rising contributions for pensions and social security and, in the case of private and church-related institutions, increased tuition payments. It appears that the increase in fringe benefits may partially reflect the tax-shelter aspect, the spreading of cafeteria plans, and the increase in mandated benefits such as social security and unemployment compension. To the extent that the smaller private sector feels it must be competitive, its pension contributions will follow those of the dominant public institutions.

COMMITTEE REPORT

The comittee offers its profuse thanks to the almost 2,200 colleges and universities that so generously responded to the salary survey questionnaire sent out by Maryse Eymonerie Associates, which gathers and processes the data for AAUP. We recognize that responding to our annual data request entails time and effort on the part of already busy college and university administrators. We hope that they recognize how indebted the entire profession is for this cooperation. While the benefits of providing these data may seem negligible to those who provide them, the aggregated data as they appear in this report are invaluable to the profession as a whole and to individual campuses in their discussions of salary levels and increases for the coming year.

The committee also thanks Maryse Eymonerie for her outstanding work in bringing this year's survey to a timely and successul conclusion. Thanks to her enormous efforts we are once again able to publish the Committee Z report in the early spring when its usefulness will be most apparent to everyone.

Finally, I wish to thank members of Committee Z for their service, namely, Ronald Ehrenberg, Hirschel Kasper, and Diane Zannoni; also Carl Patton (consultant to the committee).

W. LEE HANSEN (Economics)
University of Wisconsin-Madison
Chair, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Increases in Salary Levels and Percentage Increases in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1984–85 to 1985–86[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I								
Professor	6.8	7.0	6.2	8.6	7.2	7.3	6.9	7.6
Associate	6.4	6.5	5.9	6.6	7.6	7.7	7.3	7.6
Assistant	7.1	7.3	6.3	6.1	8.5	8.6	8.2	8.2
Instructor	5.6	5.7	5.2	6.5	7.4	7.7	6.3	7.3
All Ranks	6.7	6.9	6.1	7.3	7.5	7.7	7.2	7.7
CATEGORY IIA								
Professor	4.8	4.5	6.0	6.2	6.6	6.8	6.0	6.1
Associate	5.6	5.4	6.4	5.8	7.2	7.4	6.7	6.5
Assistant	5.5	5.4	6.4	5.6	7.3	7.3	7.5	6.8
Instructor	5.9	5.7	7.9	6.2	7.4	7.5	7.0	7.1
All Ranks	5.2	5.0	6.3	5.9	7.0	7.2	6.6	6.5
CATEGORY IIB								
Professor	5.3	6.5	4.9	4.8	6.8	8.5	6.5	6.0
Associate	5.5	6.3	4.9	5.3	7.1	8.4	6.9	6.5
Assistant	5.4	6.3	5.4	4.9	7.7	8.4	7.8	7.0
Instructor	5.6	6.3	5.3	5.2	7.5	8.0	7.9	6.8
All Ranks	5.4	6.4	5.0	5.0	7.2	8.4	7.0	6.5
CATEGORY IIC								
Professor	7.3	6.7	8.2	7.0	8.0	8.5	8.1	6.0
Associate	6.3	7.1	5.4	6.4	7.1	7.9	6.6	5.7
Assistant	5.4	5.6	5.7	3.4	8.1	9.3	7.4	6.3
Instructor	9.1	11.9	7.7	3.6	9.1	11.1	7.4	4.8
All Ranks	6.7	6.9	6.8	6.0	7.8	8.6	7.5	5.9
CATEGORY III								
Professor	5.7	5.7	6.3	4.7	6.3	6.3	6.0	7.8
Associate	5.5	5.5	5.9	5.0	7.2	7.1	11.2	8.2
Assistant	6.3	6.2	8.3	5.3	7.4	7.4	7.2	7.0
Instructor	6.2	6.2	6.7	9.2	7.9	7.9	8.3	8.1
All Ranks	5.8	5.8	6.9	5.0	7.0	7.0	8.1	7.7
CATEGORY IV								
No Rank	5.8	5.8	6.7	4.5	7.1	7.1	4.9	5.1
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	6.1	6.1	6.0	6.2	7.0	7.2	6.7	6.4
Associate	5.9	6.0	5.8	5.7	7.4	7.6	7.0	6.7
Assistant	6.2	6.4	6.1	5.2	7.9	8.1	7.9	7.2
Instructor	5.9	6.0	6.2	5.5	7.6	7.8	7.2	6.9
All Ranks	6.1	6.1	6.0	5.7	7.3	7.5	7.0	6.8

[1] Sample includes 1,789 and 1,264 institutions, respectively. The All Ranks figures include the rank of Lecturer and the category No Rank used by a few institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels, Percentage of Institutions with Specific Increases in Salary for Continuing Faculty, and Percentage of Faculty Teaching in These Institutions, by Affiliation, 1984–85 to 1985–86[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church Related	All Combined	Public	Private Independent	Church Related
	SALARY LEVELS				CONTINUING FACULTY			
INSTITUTIONS								
15 percent & over	0.6	0.6	0.6	1.6	0.7	0.7	1.4	—
14 percent & over	1.1	1.0	1.0	1.8	1.1	1.3	1.8	—
13 percent & over	1.9	2.1	1.1	1.8	1.8	2.5	1.8	0.7
12 percent & over	3.1	3.4	2.4	2.4	3.7	5.6	2.9	1.4
11 percent & over	5.2	6.2	2.7	3.4	6.6	10.5	3.6	3.5
10 percent & over	8.8	10.7	3.3	6.2	14.2	20.6	11.9	6.6
9 percent & over	17.1	20.8	6.9	10.1	22.0	30.6	18.1	12.2
8 percent & over	28.0	33.5	13.9	16.2	33.8	44.5	29.2	21.6
7 percent & over	40.7	46.6	27.1	26.6	50.8	60.2	46.6	40.4
6 percent & over	57.2	62.2	48.1	41.0	67.0	75.2	63.9	57.1
5 percent & over	70.6	72.6	67.3	63.4	80.7	83.9	79.4	77.0
4 percent & over	80.6	80.8	81.2	78.8	86.9	87.2	85.9	87.4
3 percent & over	85.4	85.3	85.8	85.6	92.7	93.3	93.5	90.9
2 percent & over	89.7	89.8	89.7	89.1	94.4	95.7	94.2	92.3
1 percent & over	92.8	93.0	92.8	92.2	95.7	97.3	94.9	94.1
Below 1 Percent	7.2	7.0	7.2	7.8	4.3	2.7	5.1	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FACULTY MEMBERS								
15 percent & over	2.7	2.0	2.0	4.2	0.3	0.3	0.7	—
14 percent & over	3.2	2.7	2.6	4.4	0.8	1.0	0.7	—
13 percent & over	3.5	3.0	3.2	4.4	1.9	2.5	0.7	0.7
12 percent & over	4.8	4.2	4.4	6.1	3.1	4.1	1.1	1.2
11 percent & over	6.4	6.4	5.5	7.3	7.0	9.6	1.4	2.3
10 percent & over	10.1	11.2	8.1	9.8	14.8	18.8	8.3	4.4
9 percent & over	16.8	21.1	11.9	14.1	23.2	28.8	13.1	10.2
8 percent & over	24.4	30.9	17.1	20.1	37.6	42.9	31.7	19.9
7 percent & over	35.1	43.7	25.8	29.3	61.3	64.0	57.6	53.2
6 percent & over	47.3	55.8	40.0	40.0	75.0	74.7	72.6	68.4
5 percent & over	60.5	66.1	55.1	56.2	87.3	85.4	85.5	88.2
4 percent & over	71.8	75.7	68.4	68.6	90.5	88.5	87.5	93.3
3 percent & over	79.3	82.1	76.9	77.1	95.3	93.6	93.3	95.0
2 percent & over	85.0	87.4	83.8	82.2	97.2	96.1	93.7	96.0
1 percent & over	89.2	91.3	88.2	86.7	98.1	97.2	94.6	96.4
Below 1 Percent	10.8	8.7	11.8	13.3	1.9	2.8	5.4	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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[1] Sample includes 1,789 and 1,264 institutions reporting comparable data for both years and providing data for continuing faculty, 1984-85 to 1985-86, respectively.

TABLE 3

Weighted Average Salary and Average Compensation, by Category, Affiliation, and Academic Rank, 1985–86[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I								
Professor	47,280	45,560	53,190	48,350	57,240	54,860	65,310	59,030
Associate	34,040	33,430	36,360	35,380	41,620	40,730	45,050	43,560
Assistant	28,460	28,050	29,850	28,940	34,720	34,240	36,440	35,020
Instructor	20,990	20,430	23,370	23,510	25,740	25,100	28,720	28,060
Lecturer	24,440	24,430	24,860	22,400	30,410	30,420	30,920	27,010
All Ranks	37,330	36,230	41,730	36,980	45,410	43,920	51,310	45,150
CATEGORY IIA								
Professor	39,740	39,720	40,170	39,320	48,270	48,160	49,080	48,200
Associate	31,550	31,580	31,790	31,010	38,610	38,620	38,980	37,970
Assistant	25,930	25,950	26,070	25,550	31,740	31,840	31,630	31,120
Instructor	20,820	20,820	21,270	20,180	25,490	25,510	25,960	24,540
Lecturer	21,720	21,310	22,940	25,020	26,880	26,420	28,190	30,510
All Ranks	31,990	32,090	31,980	31,010	39,020	39,130	39,060	37,910
CATEGORY IIB								
Professor	34,280	35,610	38,200	30,660	42,000	43,150	47,310	37,470
Associate	27,600	29,750	28,990	25,380	33,680	36,300	35,580	30,850
Assistant	22,980	24,890	23,640	21,370	27,700	30,330	28,580	25,530
Instructor	18,730	20,140	18,690	17,890	22,340	24,510	22,100	21,140
Lecturer	21,910	22,240	24,280	17,620	26,750	27,090	30,650	21,010
All Ranks	26,920	28,430	29,040	24,580	32,740	34,610	35,570	29,710
CATEGORY IIC								
Professor	40,280	45,000	42,040	28,490	49,420	54,160	51,640	36,690
Associate	32,050	35,040	31,650	24,200	39,310	42,700	39,040	29,810
Assistant	26,520	29,630	26,100	20,230	32,450	36,390	31,870	24,640
Instructor	21,520	23,860	21,220	17,230	26,200	29,420	25,790	20,390
Lecturer	24,040	24,140	23,950	19,000	30,060	30,400	28,810	22,810
All Ranks	32,100	35,820	31,690	24,600	39,330	43,550	38,860	30,870
CATEGORY III								
Professor	34,560	34,870	25,970	24,820	42,830	43,260	30,710	29,880
Associate	29,490	29,760	22,140	21,210	36,630	37,000	26,140	25,630
Assistant	25,140	25,480	19,960	18,980	31,380	31,870	23,630	22,680
Instructor	20,520	21,420	13,090	16,030	25,620	26,870	15,320	19,560
Lecturer	18,210	18,550	—	13,740	23,500	24,020	—	16,820
All Ranks	27,990	28,510	18,220	19,770	34,810	35,510	21,480	23,810
CATEGORY IV								
No Rank	28,320	28,620	18,980	19,080	34,330	34,700	22,850	22,770
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	42,500	42,260	46,950	35,280	51,630	51,120	57,680	51,630
Associate	31,800	32,150	32,900	28,310	38,940	39,310	40,560	38,940
Assistant	26,240	26,740	26,770	23,150	32,060	32,800	32,540	32,060
Instructor	20,350	20,860	19,770	18,540	24,890	25,770	23,830	24,890
Lecturer	23,310	23,210	24,330	21,530	28,960	28,890	30,150	28,960
All Ranks	33,090	33,390	35,350	27,730	40,360	40,680	43,340	40,360

[1] Sample includes 2,159 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Weighted Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1985–86[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I								
Professor	47,660	45,890	53,690	48,790	42,470	41,350	46,410	43,860
Associate	34,480	33,850	36,910	36,040	32,320	31,750	34,380	33,190
Assistant	29,330	28,910	30,700	29,800	26,650	26,310	27,840	27,330
Instructor	22,130	21,510	24,320	25,080	20,050	19,600	22,250	22,500
Lecturer	26,140	26,170	26,230	24,440	22,650	22,550	23,410	20,990
CATEGORY IIA								
Professor	39,960	39,890	40,550	39,790	38,400	38,660	37,760	36,130
Associate	31,930	31,900	32,320	31,650	30,350	30,550	30,130	28,990
Assistant	26,670	26,670	26,860	26,360	24,790	24,850	24,880	24,180
Instructor	21,590	21,590	21,810	21,250	20,170	20,170	20,820	19,240
Lecturer	23,130	22,570	24,570	27,430	20,220	20,010	20,790	22,290
CATEGORY IIB								
Professor	34,820	36,430	38,530	31,110	32,300	34,860	36,190	28,180
Associate	28,230	30,430	29,390	25,970	26,470	29,570	27,880	23,860
Assistant	23,620	25,540	24,090	21,990	22,230	24,440	22,970	20,570
Instructor	19,250	20,840	18,790	18,430	18,290	19,520	18,580	17,470
Lecturer	23,090	23,660	24,900	18,360	21,340	21,490	23,870	16,830
CATEGORY IIC								
Professor	40,830	45,550	42,690	28,660	33,900	37,560	34,940	26,680
Associate	32,690	35,490	32,450	24,330	29,180	32,530	28,570	23,720
Assistant	27,560	30,690	27,070	20,350	24,260	27,000	24,010	20,040
Instructor	21,930	25,500	21,480	17,380	20,630	22,530	20,020	17,030
Lecturer	25,800	25,430	29,570	19,000	21,730	22,350	19,190	—
CATEGORY III								
Professor	35,000	35,290	26,910	25,110	33,320	33,670	24,150	23,560
Associate	30,000	30,270	22,640	20,890	28,560	28,820	21,490	22,130
Assistant	25,780	26,090	20,890	19,370	24,310	24,670	18,970	18,460
Instructor	21,020	22,070	17,270	16,160	20,040	20,800	15,910	15,830
Lecturer	19,750	20,290	—	14,210	17,060	17,300	—	13,200
CATEGORY IV								
No Rank	29,840	30,080	19,780	20,110	24,560	24,900	18,010	17,910

[1] Sample includes 2,155 institutions providing data by gender. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Weighted Average Salary, by Region, Category, and Academic Rank, 1985–86[1]

	WEST		NORTH CENTRAL		NORTHEAST		SOUTH		
Academic Rank	Pacific	Mountain	West N. Central	East N. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
					CATEGORY I				
Professor	52,150	41,610	42,450	46,210	51,540	51,940	44,350	42,240	47,460
Associate	34,710	31,690	31,460	34,090	36,390	36,090	32,860	32,160	34,420
Assistant	29,930	26,920	27,030	28,680	29,350	29,440	27,690	26,760	28,680
Instructor	21,430	21,790	20,050	20,830	20,900	24,010	20,220	19,550	21,800
Lecturer	28,910	22,380	18,900	22,110	24,150	27,230	21,420	27,720	23,100
All ranks	41,840	34,440	34,700	36,950	40,050	40,900	34,510	33,600	36,630
					CATEGORY IIA				
Professor	43,860	36,560	35,990	37,300	40,530	42,050	36,540	35,210	39,000
Associate	33,640	29,810	29,820	30,840	32,640	33,150	30,280	29,450	31,730
Assistant	27,380	23,630	24,940	25,790	26,530	27,150	25,380	24,810	26,440
Instructor	23,330	21,660	20,540	20,850	21,140	22,090	20,530	20,670	20,490
Lecturer	29,540	21,740	17,080	20,950	23,510	25,370	19,440	18,660	21,770
All ranks	38,030	29,280	28,760	30,710	32,750	34,000	29,090	28,710	30,990
					CATEGORY IIB				
Professor	36,580	33,870	31,580	33,170	38,540	40,780	31,250	30,010	32,460
Associate	28,950	27,730	25,740	26,930	30,340	30,380	26,900	24,910	26,870
Assistant	24,020	23,420	21,930	22,390	24,240	25,290	23,660	21,090	22,710
Instructor	19,330	19,650	18,880	19,130	19,640	21,270	20,190	17,380	17,950
Lecturer	31,170	18,080	21,690	18,970	21,930	25,640	20,150	17,150	21,870
All ranks	29,660	27,960	25,040	26,690	29,160	31,150	25,920	24,000	25,810
					CATEGORY IIC				
Professor	43,770	40,790	31,910	39,130	44,430	39,700	33,870	31,080	42,300
Associate	32,330	30,380	27,660	31,160	33,770	32,440	28,810	26,980	34,260
Assistant	28,970	26,070	23,580	25,260	26,970	26,510	23,150	22,390	28,160
Instructor	19,380	21,540	18,960	18,940	21,060	22,670	19,660	17,290	24,300
Lecturer	30,670	27,500	16,390	21,950	24,090	28,560	19,040	—	35,470
All ranks	34,310	32,280	27,250	31,260	34,030	31,780	27,800	26,830	33,400
					CATEGORY III				
Professor	30,820	29,180	34,750	35,690	36,670	32,370	35,300	28,760	33,500
Associate	30,190	25,750	28,920	31,480	31,290	27,890	30,600	24,810	28,040
Assistant	26,020	23,400	24,040	26,960	26,160	24,640	26,400	21,470	23,890
Instructor	25,400	22,320	19,430	23,330	20,290	22,640	23,130	19,350	19,980
Lecturer	—	21,870	—	19,120	18,110	20,940	24,210	15,950	17,310
All ranks	29,420	24,510	27,450	30,310	29,340	27,980	28,350	23,040	26,830
					CATEGORY IV				
No Rank	33,100	28,450	24,080	28,430	18,370	21,120	24,240	23,290	22,790

[1]Sample includes 2,159 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Percentiles of the Distributions of Institutions by Average Salary and Average Compensation, 1985–86 (Rounded to Nearest $100)

Rating[1]	1*	1	2	3	4	1*	1	2	3	4
Percentile	95	80	60	40	20	95	80	60	40	20
	SALARY					COMPENSATION				
CATEGORY I										
Professor	57,0	51,9	47,4	43,4	40,3	70,1	63,4	57,5	52,4	48,9
Associate	38,8	36,8	34,7	33,2	31,3	47,7	45,8	42,9	40,6	37,9
Assistant	32,2	30,3	28,5	27,6	26,3	40,4	37,1	35,0	33,5	31,9
Instructor	29,0	24,5	22,5	21,0	19,7	33,9	30,1	27,6	26,1	23,9
CATEGORY IIA										
Professor	45,7	42,2	38,9	36,8	33,5	56,3	52,3	47,3	44,8	40,3
Associate	35,4	33,8	31,6	30,0	27,9	43,8	42,0	38,9	36,8	33,8
Assistant	29,4	27,7	26,2	25,0	23,4	36,2	34,4	32,3	30,6	28,4
Instructor	25,7	23,4	21,5	20,2	18,8	32,3	29,0	26,5	24,9	22,7
CATEGORY IIB										
Professor	43,2	36,3	32,6	29,3	25,5	53,2	45,1	39,4	35,1	30,6
Associate	33,3	29,8	27,0	24,7	22,0	41,3	36,5	32,7	29,8	26,1
Assistant	26,8	24,4	22,8	21,1	19,2	32,7	29,8	27,4	25,2	22,7
Instructor	23,7	21,0	19,4	17,8	16,3	28,6	25,4	23,1	21,2	19,1
CATEGORY III										
Professor	40,4	36,6	33,8	31,0	28,1	50,1	45,5	42,1	38,7	34,1
Associate	34,9	31,3	28,9	27,2	24,6	43,5	38,7	36,6	34,0	30,0
Assistant	30,6	26,7	24,8	23,1	21,0	37,4	33,2	31,1	29,2	25,9
Instructor	25,4	22,3	21,0	19,7	17,9	32,4	28,2	26,6	24,9	21,8
CATEGORY IV										
No Rank	36,8	30,7	27,1	23,4	20,5	44,2	38,1	33,1	28,0	24,7

[1] Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile, etc. Average Salary and/or compensation lower than the 20th percentile will be rated 5. An average salary of 48,6 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than 47,4 but less than 51,9, which is the average needed to a rating of 1 or the salary level of the 80th percentile.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Affiliation and Itemized Benefits, 1985–86 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
Retirement	3224	3499	3015	1892	9.7	10.5	8.5	6.8
Medical Insurance	1351	1433	1218	1064	4.1	4.3	3.5	3.8
Disability Income	96	87	119	114	.3	.3	.3	.4
Tuition	252	56	757	642	.8	.2	2.1	2.3
Dental Insurance	51	59	30	37	.2	.2	.1	.1
Social Security	1870	1807	2145	1824	5.7	5.4	6.1	6.6
Unemployment Comp.	92	73	144	125	.3	.2	.4	.5
Life Insurance	113	101	157	114	.3	.3	.5	.4
Workmen's Comp.	125	121	144	123	.4	.4	.4	.4
Benefits in Kind	98	59	268	72	.3	.2	.8	.3
All Combined	7273	7293	7997	6008	22.0	21.8	22.6	21.7

Notes: For the purpose of this survey, the social security tax has been calculated at 7.05 percent of the first $39,600 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a significant number of institutions report the premiums under "medical insurance." Similarly, the medical insurance premiums might be somewhat overestimated because dental is sometime included in amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of public four-year institutions in Texas, it also includes a portion of the employee's contribution to social security which is paid by the state. For additional information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages may not add up because of rounding.

TABLE 8

Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Itemized Benefits, 1985–86 (All Ranks Combined)

Itemized Benefits	CATEGORIES									
	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	IN DOLLARS					AS A PERCENTAGE				
Retirement	3759	3053	2124	2974	3311	10.1	9.5	7.9	9.3	11.8
Medical Insurance	1424	1342	1050	1489	1517	3.8	4.2	3.9	4.6	5.4
Disability Income	117	78	95	84	64	.3	.2	.4	.3	.2
Tuition	280	171	441	238	71	.8	.5	1.6	.7	.3
Dental Insurance	40	81	26	27	54	.1	.3	.1	.1	.2
Social Security	1969	1916	1742	1838	1490	5.3	6.0	6.4	5.7	5.3
Unemployment Comp.	86	97	100	142	70	.2	.3	.4	.4	.3
Life Insurance	120	102	114	118	115	.3	.3	.3	.4	.4
Workmen's Comp.	135	125	105	124	117	.4	.4	.4	.4	.4
Benefits in Kind	150	66	46	201	21	.4	.2	.2	.6	.1
All Combined	8079	7031	5844	7234	6830	21.6	22.0	21.6	22.6	24.4

Notes: For the purpose of this survey, the social security tax has been calculated at 7.05 percent of the first $39,600 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a significant number of institutions report the premiums under "medical insurance." Similarly, the medical insurance premiums might be somewhat overestimated because dental is sometime included in amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of public four-year institutions in Texas, it also includes a portion of the employee's contribution to social security which is paid by the state. For additional information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages may not add up because of rounding.

TABLE 9

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1985–86[1]

Academic Rank	All Comb.	Publ.	Priv. Ind.	Ch. Rel.	All Comb.	Publ.	Priv. Ind.	Ch. Rel.	All Comb.	Publ.	Priv. Ind.	Ch. Rel.
	ALL COMBINED				MEN				WOMEN			
CATEGORY I												
Professor	97	97	97	97	97	97	97	96	97	97	96	97
Associate	86	88	75	86	86	88	75	86	86	89	74	86
Assistant	12	14	4	15	10	12	4	13	15	18	4	19
Instructor	5	6	1	5	5	6	1	6	5	6	—	4
Lecturer	4	5	2	0	5	6	0	0	4	4	4	—
All Ranks	67	68	64	64	73	74	69	70	46	47	40	47
CATEGORY IIA												
Professor	95	96	93	94	96	96	93	95	94	95	91	86
Associate	80	82	73	77	80	82	73	78	79	81	73	73
Assistant	30	33	20	24	30	32	20	25	31	34	20	22
Instructor	8	9	3	6	10	10	2	10	7	8	4	3
Lecturer	1	—	—	6	1	—	1	7	—	—	—	5
All Ranks	66	67	59	61	71	73	65	67	51	53	43	44
CATEGORY IIB												
Professor	91	95	92	88	92	95	92	89	88	95	92	81
Associate	76	83	77	71	77	82	78	72	75	85	76	69
Assistant	23	37	13	20	23	37	13	20	23	37	12	21
Instructor	3	8	1	1	3	8	1	1	3	8	1	1
Lecturer	1	1	3	3	1	1	—	3	1	—	4	3
All Ranks	54	61	53	51	61	66	59	58	40	49	37	36
CATEGORY IIC												
Professor	76	84	74	67	76	83	74	67	78	95	68	72
Associate	55	69	47	43	55	68	46	43	57	72	50	44
Assistant	11	17	7	12	10	13	7	13	14	24	7	11
Instructor	5	1	7	5	6	2	8	3	3	1	5	7
Lecturer	—	—	—	—	—	—	—	—	—	—	—	—
All Ranks	45	54	38	43	48	57	42	47	30	38	26	29
CATEGORY III												
Professor	87	88	53	73	89	34	69	87	85	87	50	87
Associate	82	83	42	53	84	39	54	83	81	82	46	48
Assistant	51	53	16	18	55	14	13	53	49	50	18	24
Instructor	14	15	1	10	17	—	3	15	13	14	2	14
Lecturer	7	8	—	—	7	—	—	7	8	8	—	—
All Ranks	63	65	26	33	69	17	35	67	55	58	26	29
CATEGORY IV												
No Rank	73	74	48	49	77	77	56	59	68	68	40	39
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	95	96	93	89	95	96	94	90	92	94	90	84
Associate	81	85	72	74	82	85	72	75	81	84	72	72
Assistant	23	28	10	20	22	26	10	20	26	31	11	21
Instructor	7	10	2	2	8	11	2	3	7	9	2	2
Lecturer	3	3	2	3	4	4	—	3	3	3	3	2
All Ranks	64	67	57	54	69	72	63	61	47	51	38	39

[1] Sample includes 1,889 institutions reporting tenure information. For definition of Categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 10

Number of Institutions Surveyed and Number of Institutions Included in the Tabulations for this Report, by Category and Affiliation, 1985–86[1]

	NUMBER SURVEYED				NUMBER IN TABULATIONS			
Category	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
I	170	110	47	13	162	108	42	12
IIA	392	254	86	52	350	228	77	45
IIB	716	122	199	395	605	107	170	328
IIC	328	41	160	127	201	28	92	81
III	1,068	878	128	62	(III) 341	296	29	16
IV					(IV) 500	450	30	20
Total:	2,674	1,405	620	649	2,159	1,217	440	502

[1] The total number of *campuses* as opposed to institutions included in the National Center for Education Statistics universe for 1983–84 (i.e., the most recent directory available) was 3,284. Institutions that do not utilize full-time faculty or whose faculty donate their time and institutions with fewer than five faculty members have been excluded from the survey conducted by Maryse Eymonerie Associates. Additionally, some institutions submit reports combining data for their separate campuses and/or branches; these institutions are counted as one entity when surveyed. The above figures do not include institutional reports received after the deadline or from the medical schools. Data for medical school preclinical departments will appear in the next issue of *Academe*.

TABLE 11

Number of Institutions, Number and Percentage of Full-time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1985–86

Category a/o Acad. Rank	No. Insts.	No. of Faculty	Percentage of Fac.	Average Salary	Average Comp.	Average Ben.	Ben. as % of Sal.	Percentage Tenured
I	162	130,008	37.4	37,330	45,410	8,080	21.6	67.4
IIA	350	93,649	27.0	31,990	39,020	7,030	22.0	66.7
IIB	605	48,275	13.9	26,920	32,740	5,820	21.6	59.8
IIC	201	9,629	2.8	32,100	39,330	7,240	22.6	57.0
III	341	27,725	8.0	27,990	34,810	6,820	24.4	75.8
IV	500	38,225	11.0	28,320	34,330	6,010	21.2	78.4
All Comb.	2,159	347,511	100.0	32,560	39,690	7,130	21.9	66.2
Professor	1,598	108,818	35.2	41,500	51,630	9,130	21.5	96.5
Associate	1,615	89,019	28.8	31,800	38,940	7,140	22.4	83.3
Assistant	1,607	80,250	25.9	26,240	32,060	5,820	22.2	24.0
Instructor	1,444	21,287	6.9	20,350	24,890	4,540	22.3	8.3
Lecturer	383	6,273	2.0	23,310	28,960	5,650	24.2	1.7
Other	181	3,639	1.2	25,400	31,040	5,640	22.2	36.5
All except Category IV	1,659	309,286	100.0	33,090	40,360	7,270	22.0	66.2

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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Fringe Benefits. In general, the major benefits include those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 7.05 percent of the first $39,600 of salary has been used in calculating these payments, (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) life insurance, (5) dental insurance, (6) disability income protection, (7) unemployment compensation, (8) workmen's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, bonuses, etc.). Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institution, see definition of categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition given here is similar to that of the National Center for Education Statistics (NCES). The roman numerals are used for the purpose of this report and the NCES identification is given in parentheses.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that are not considered specialized schools (see Category IIC below) and which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category IIC (Specialized Institutions). These are baccalaureate, or post-baccalaureate institutions that are characterized by a programmatic emphasis in one area (plus closely related specialties), such as business or engineering. The programmatic emphasis is measured by the percentage of degrees granted in the program area. An institution granting over 60 percent of its degrees in one program area *and* granting degrees in fewer than five baccalaureate program areas is considered to be a specialized institution.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. The definition is the same as that of category III but these two-year colleges do not use the standard academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's Category—The definition of Categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9%; 2 = 60th percentile to 79.9%, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3). Because of the lack of homogeneity within category IIC institutions, no ratings are assigned to institutions in that group.

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 33.3 would stand for an average salary between 33,250 and 33,349. The All Ranks (AR) figure includes the rank of lecturer which is not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage which has been rounded to the nearest unit represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined.

Col. (7) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1985-86. This figure represents an increase in salary for *individuals* as opposed to a change in salary levels for a given rank from 1984-85 to 1985-86. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1984-85. Therefore, the increase shown is that of individuals in a given rank during academic year 1984-85. This figure reflects both across-the-board and promotion increments.

Col. (9) Number of Full-time Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer. This policy has been adopted to protect the confidentiality of individual salaries.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (10), data are not given when the number of individuals in a given rank and/or gender is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

The data presented in this report were gathered by Maryse Eymonerie Associates which conducted a survey including 2,674 colleges and universities. Institutions that do not employ full-time faculty or have only faculty members who donate their time or had fewer than five full-time faculty members in 1984-85 were not included. The questionnaire used by Maryse Eymonerie Associates is Form MEA 22.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these points in mind.

[Note: It has been pointed out that Figure 1 in the 1984-85 report of Committee Z contains two errors. For the years 1971-72 to 1972-73 and 1980-81 to 1981-82 there were small but positive increases in real salary levels, in the amounts of 0.1 and 0.3 percent, respectively.]

Data for preclinical departments of medical schools will appear in the next issue of *Academe*.

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AD	AI	IN	PR	AD	AI	IN	AR	PR	AD	AI	IN	PR	AD	AI	IN	AR
ALABAMA																				
ALABAMA A & M UNIVERSITY		IIA	5	4	4	5	32.4	29.0	24.4	18.1	26.6	5	4	4	5	38.7	34.5	29.2	21.8	31.7
ALABAMA STATE UNIVERSITY		IIA	4	3	3	3	34.1	30.6	25.6	20.2	26.4	5	4	4	4	39.6	35.6	29.9	23.6	30.8
ATHENS STATE COLLEGE		IIB	1	1*	1*		37.7	33.9	27.3	——	33.2	2	1	1		43.8	39.5	32.0	——	38.6
AUBURN UNIVERSITY-MAIN		I	3	3	2	5	43.4	34.2	28.5	19.5	33.7	4	3	3	5	51.2	40.7	33.8	22.9	40.0
AUBURN UNIVERSITY-MONTGOMERY		IIA	2	1	2	2	39.8	33.8	26.5	22.0	30.1	2	2	2	2	48.1	41.1	32.5	27.3	36.8
BIRMINGHAM-SOUTHERN COLLEGE	1	IIB	3	4	3		31.3	24.4	22.3	——	26.0	2	3	2		41.1	30.4	28.1	——	33.3
CONCORDIA COLLEGE		III			5		——	——	20.1	——	20.3			5		——	——	24.3	——	24.6
FAULKNER UNIVERSITY	31	III			5		——	——	19.0	——	21.1			5		——	——	22.7	——	25.2
HUNTINGDON COLLEGE		IIB	4	4	3		26.8	23.1	21.3	——	22.5	4	3	3		32.6	29.9	25.6	——	27.6
JACKSONVILLE STATE UNIV.		IIA	4	2	1	1	35.1	33.5	28.3	25.3	30.7	3	1	1*	1	44.8	42.5	36.3	32.2	39.1
JUDSON COLLEGE		IIB	4		4		25.5	——	19.7	——	21.2	5		5		29.2	——	22.5	——	24.2
LIVINGSTON UNIVERSITY	3	IIB	3	4	4	3	29.8	23.6	21.0	17.8	24.0	3	4	3	3	35.7	28.5	25.4	21.7	28.9
MOBILE COLLEGE		IIC					——	23.0	20.8	19.4	21.9					——	28.1	25.6	23.9	26.8
OAKWOOD COLLEGE		IIB	5	4	4	3	20.9	22.5	20.1	18.9	20.7	5	5	5	3	23.4	25.1	21.6	21.3	22.8
STHESTN BIBLE COLLEGE		III				4	——	——		18.5	18.6				5	——	——		20.5	21.2
SPRING HILL COLLEGE		IIB	3	3	2		32.3	26.8	22.8	——	26.6	2	3	3		40.7	32.4	27.3	——	32.5
STILLMAN COLLEGE		IIB	5	5	5	5	21.7	19.8	18.2	15.0	17.7	5	5	5	5	25.9	23.0	21.0	17.1	20.5
TROY STATE UNIVERSITY-MAIN		IIA	4	4	4	3	34.6	29.0	24.4	20.2	26.3	4	4	4	4	41.5	34.8	29.3	24.3	31.5
TROY ST U DOTHN-FT RUCKER		IIA			2		——	——	27.4	——	28.2			2		——	——	33.0	——	34.0
TROY STATE U MONTGOMERY		IIA		4	5	4	——	29.1	22.8	19.2	24.3		4	5	4	——	35.1	27.6	23.2	29.4
TUSKEGEE UNIVERSITY		IIA	5	5	5	5	30.4	24.8	22.3	18.0	23.8	5	5	5	5	35.5	29.1	26.0	21.0	27.8
UNIVERSITY OF ALABAMA		I	3	3	3	5	45.4	33.9	28.0	19.0	35.6	3	3	3	5	55.4	41.8	34.2	23.1	43.6
UNIV ALABAMA AT BIRMINGHAM		I	4	4	5	5	42.0	32.3	26.2	19.3	31.6	4	3	3	4	52.0	40.8	33.5	25.2	39.9
UNIV ALABAMA IN HUNSTVILLE	2	IIA	1	2	2	2	43.9	32.6	27.1	22.2	31.7	2	3	3	2	51.5	38.4	32.0	26.5	37.4
UNIVERSITY OF MONTEVALLO	32	IIA	4	4	4		34.2	29.9	24.8	——	29.4	4	4	4		40.8	35.7	29.8	——	35.1
UNIV. OF NORTH ALABAMA	4	IIA	3	2	2	2	38.7	31.7	26.8	21.9	31.3	3	3	2	2	46.4	38.1	32.4	26.6	37.7
UNIVERSITY OF SOUTH ALABAMA		IIA	3	3	2	1	37.4	30.4	27.0	23.4	30.2	3	4	2	2	45.1	36.6	32.5	28.0	36.3
ALASKA																				
UNIV ALASKA ANCHORAGE		IIA	1*	1*	1*	1*	54.9	43.0	34.0	30.9	41.3	1*	1*	1*	1*	66.4	52.9	42.7	39.0	50.9
UNIV ALASKA FAIRBANKS		IIA	1*	1*	1*	1*	59.4	48.6	38.9	31.9	44.8	1*	1*	1*	1*	71.3	59.4	48.2	40.2	54.9
UNIV ALASKA JUNEAU		IIB		1*	1*		——	45.9	37.3	——	39.8		1*	1*		——	56.3	46.5	——	49.3
ARIZONA																				
AMER GRAD SCH INTERNAT'L MGT		IIC					37.8	30.4	24.7	——	31.7					47.2	37.7	30.4	——	39.4
ARIZONA STATE UNIVERSITY	1	I	3	3	2	3	44.0	34.0	28.5	21.3	35.8	4	4	3	3	52.0	40.5	34.3	26.1	42.6
COLLEGE OF GANADO		III						——	——	——	17.6						——	——	——	19.7
GRAND CANYON COLLEGE		IIB	4	4	4	3	28.8	24.6	19.5	18.2	23.1	4	4	4	3	34.5	29.1	22.7	21.3	27.3
NORTHERN ARIZONA UNIVERSITY		IIA	2	3	2	2	41.3	30.4	26.6	21.9	31.6	2	4	3	2	48.5	36.1	31.8	26.6	37.5
STHWTN BAPTIST BIBLE COLL		IIC					——	——	——	——	19.2					——	——	——	——	21.8
UNIVERSITY OF ARIZONA	4	I	3	3	3	2	46.1	34.1	28.3	22.8	37.9	3	3	2	2	55.2	42.0	35.6	29.3	46.1
ARKANSAS																				
ARKANSAS COLLEGE		IIB	3	3	2	2	31.1	26.9	24.2	20.0	26.3	3	3	2	2	36.2	31.1	28.6	24.2	30.8
ARKANSAS STATE UNIV MAIN	1	IIA	4	3	3	3	36.2	30.9	25.1	21.2	28.2	4	3	4	3	43.6	37.4	30.5	25.9	34.2
ARKANSAS STATE U BEEBE BR	1	III			2	3		——	26.2	20.7	25.2			2	3		——	31.9	25.5	30.7
ARKANSAS TECH UNIVERSITY		IIB	3	2	1	1	32.2	28.8	25.9	21.7	27.8	3	2	1	1	38.9	34.7	31.3	26.5	33.6
CENTRAL BAPTIST COLLEGE		IIC					19.8	——	——	——	18.4					24.0	——	——	——	22.4
COLLEGE OF THE OZARKS		IIB	5	5	5		21.1	18.7	16.3	——	18.5	5	5	5		26.8	23.9	20.7	——	23.5
HARDING U MAIN CAM		IIB	4	4	4	3	26.6	22.7	20.5	18.5	23.2	4	4	4	3	30.6	26.4	24.1	21.9	27.0
HENDERSON ST UNIVERSITY		IIA	5	5	4	4	31.5	26.7	23.4	19.5	27.5	5	5	4	4	38.0	32.3	28.4	23.7	33.3
HENDRIX COLLEGE		IIB	3	2	3		32.2	27.2	22.6		27.8	2	2	3		40.8	35.1	26.8		35.0
JOHN BROWN UNIVERSITY		IIB	3	3	2	3	29.4	26.6	24.0	19.1	25.6	4	3	2	3	34.3	31.4	28.2	22.3	30.0
OUACHITA BAPTIST UNIVERSITY		IIA	5	5	5	4	30.6	25.8	22.1	19.4	25.6	5	5	5	4	37.3	31.1	27.4	23.5	31.1
SOUTHERN ARK.UNIV.-MAIN	4	IIB	2	2	1	2	33.2	29.3	25.7	19.8	27.4	2	2	1	2	40.4	35.7	31.5	24.1	33.4
UNIV ARKANSAS-FAYETTEVILLE		I	4	4	4	4	41.3	32.3	26.8	19.8	33.5	4	4	4	5	49.5	38.7	32.0	23.5	40.0
UNIV ARKANSAS AT LITTLE ROCK		IIA	2	3	3	3	39.2	30.2	25.6	21.1	28.4	3	3	3	2	47.0	37.0	32.2	26.7	34.8
UNIV ARKANSAS-MONTICELLO		IIB	3	3	2	2	31.2	25.7	24.1	20.2	25.8	3	3	2	2	37.3	30.7	28.7	24.0	30.8
UNIV ARKANSAS AT PINE BLUFF		IIB	3	3	2	2	30.5	26.8	23.9	20.2	25.5	3	2	2	2	37.0	32.7	29.3	24.9	31.1
UNIV. OF CENTRAL ARKANSAS		IIA	4	3	3	3	36.3	31.2	25.2	20.9	28.7	4	3	3	3	43.9	37.9	30.7	25.5	34.8
CALIFORNIA																				
AZUSA PACIFIC UNIVERSITY		IIA	5	5	5	5	27.7	24.3	21.3	18.6	23.9	5	5	5	4	34.5	30.5	26.9	24.3	30.0
BIOLA UNIVERSITY		IIA	5	5	5	5	33.4	26.8	22.2	17.8	26.9	5	5	5	5	39.6	31.5	25.5	21.5	31.6
CALIFORNIA INST OF ARTS		IIC									27.5									33.7
CALIFORNIA INST. OF TECH.		I	1*	1*	1*		59.4	44.1	35.5		54.0	1*	1*	1*		73.5	53.7	43.3		66.5
CALIFORNIA LUTHERAN COLLEGE		IIA	4	5	4	2	33.5	26.7	23.4	22.0	27.8	4	5	4	2	43.4	33.7	29.8	26.9	35.3
CALIF ST COLL-BAKERSFIELD	26	IIA	1	1	2		44.6	34.7	27.0	——	37.6	1	1	2		54.1	42.7	33.3	——	45.9
CAL STATE C-SN BERNARDINO	26	IIA	1	1	1		44.2	34.6	28.1	——	35.6	1	1	1		53.8	42.6	34.7	——	43.6
CAL POLY ST U-SN LUIS OB	26	IIA	1	1	1		44.4	34.5	28.1	——	40.3	1	1	1		53.8	42.4	34.6	——	49.0
CAL STATE U-CHICO	26	IIA	1	1	1	1	44.7	34.2	28.2	24.2	40.6	1	1	1	2	53.9	42.1	34.4	28.9	49.2
CAL STATE U-DOMINGUEZ HLS	26	IIA	1	1	2		44.6	34.5	27.6	——	40.5	1	1	2		54.1	42.5	34.0	——	49.2
CAL STATE U-FRESNO	26	IIA	1	1	2	1	45.2	34.1	27.2	25.0	40.5	1	2	2	1	54.6	41.9	33.5	30.2	49.2
CAL STATE U-FULLERTON	26	IIA	1	1	1		45.0	35.2	27.7	——	40.1	1	1	2		54.6	43.4	33.9	——	48.8
CAL STATE U-HAYWARD	26	IIA	1	1	2	1	44.8	34.4	27.4	24.2	40.2	1	1	2	1	54.3	42.4	33.8	29.4	48.9
HUMBOLDT STATE U	26	IIA	1	1	1		44.3	34.0	27.8		39.7	1	2	2		53.6	41.9	34.2		48.3
CAL STATE U-LONG BEACH	26	IIA	1	1	1	1	45.2	35.1	28.0	24.1	39.8	1	1	1	1	54.5	43.1	34.4	29.5	48.2
CAL STATE U-LOS ANGELES	26	IIA	1	1	1		44.6	34.9	28.7	——	40.3	1	1	1		53.7	42.8	35.3	——	48.8
CAL STATE U-NORTHRIDGE	26	IIA	1	1	1	1	45.0	34.3	28.0	25.0	40.4	1	1	1	1	54.3	42.3	34.4	30.5	49.0
CAL STATE POLY U-POMONA	26	IIA	1	1	1		45.2	34.4	28.1	——	40.5	1	1	1		54.7	42.3	34.6	——	49.2
CAL STATE U-SACRAMENTO	26	IIA	1	1	2	1	44.6	34.6	27.6	24.2	41.3	1	1	2	1	53.9	42.5	34.1	29.3	50.1
SAN DIEGO STATE U	26	IIA	1	1	1	1	45.1	35.1	28.4	24.5	39.7	1	1	1	1	54.5	43.2	34.9	29.7	48.2
SAN FRANCISCO STATE U	26	IIA	1	1	1	1	44.5	34.0	28.0	24.1	39.5	1	2	1	1	53.6	41.9	34.4	29.4	47.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	96.	86.	58.						34	51	54	16	14	26	32	18	32.2	29.5	24.9	17.6	33.0	28.0	23.6	18.6
17.	87.	69.	54.	2.	7.1	8.2	9.4	10.1	19	33	30	25	4	12	35	25	----	31.2	26.0	20.3	----	28.9	25.3	20.1
16.	ALL	93.	42.		18.2	18.3	13.7		11	10	9	2	6	5	3		37.6	----	----	----	38.0	----	----	
19.	96.	89.	23.		11.4	11.9	12.0	12.0	304	281	251	44	16	40	73	57	43.7	34.5	29.3	20.3	36.7	31.4	25.5	18.8
22.	88.	90.	35.		11.3	12.7	9.8	10.4	23	48	40	17	3	12	22	14	----	34.2	27.2	21.1	----	32.2	25.1	23.2
28.	94.	95.	3.		5.3	3.9	5.4	----	25	12	16		7	9	15	2	31.5	25.0	22.6		30.4	23.5	21.9	----
21.			8.						1	1	5	1			8	1	----	----	----	----			----	----
19.			38.		----	----	----	----	3	3	6	1	1		2	3	----	----	----	----	----		----	----
23.	89.	89.	18.		5.7	7.3	6.2	----	7	8	12		2	1	5	4	----	----	----		----	----	----	----
28.	99.	59.	40.	8.	10.0	14.0	11.1	13.8	86	25	24	41	23	2	29	39	35.0	----	27.9	25.5	35.2	----	28.7	25.2
14.	ALL		18.						5		6	1	1	2	5	1	----		----	----	----	----	----	----
21.	92.	50.	4.		11.3	12.9	14.0	13.5	16	14	15	3	8	6	8	7	30.1	23.6	20.7	----	29.1	23.7	21.4	----
23.			5.						4	8	10		1	3	12	6	----	----	21.6		----	----	20.2	----
10.	40.	13.							12	9	12	2	3	7	18	5	----	23.9	20.8	----	----	20.6	19.6	----
14.									1	1		6		1		1	----	----		----		----		----
22.	94.	64.	5.		7.5	7.4	6.9	----	14	9	11	1	3	2	8	3	----	----	23.8	----	----	----	21.5	----
16.	86.	ALL	33.		5.0	4.2	2.0	8.2	5	7	7	3	2	3	11	7	----	----	18.1	----	----	----	18.3	----
20.	90.	71.	35.						28	28	39	17	3	14	39	21	----	29.5	24.8	19.8	----	28.2	24.0	20.5
21.			23.						3	4	15	3	1	1	11	1	----	----	28.2	----	----	----	26.2	----
21.		50.	23.						3	6	10	3	1		3	3	----	----	----	----	----		----	----
17.	94.	55.	40.	9.					47	44	48	23	6	11	29	21	31.1	25.5	22.8	18.6	24.4	22.2	21.6	17.3
22.	98.	80.	15.	12.	10.5	11.9	12.7	11.1	240	164	129	16	26	43	53	33	45.8	34.1	29.0	19.0	42.2	33.4	25.6	19.0
26.	99.	92.	8.		7.3	7.2	8.8	6.8	67	104	74	8	10	27	38	7	42.3	33.0	26.6	18.9	39.9	29.7	25.4	19.8
18.	91.	71.	13.	9.					43	53	66	8	4	15	22	15	----	33.6	28.6	25.8	----	29.0	22.4	20.4
19.	97.	92.	31.		8.7	10.3	16.0	----	30	30	15	2	9	19	20	3	34.3	31.6	27.6	----	33.7	27.3	22.7	----
20.	93.	86.	81.	7.					52	30	41	4	6	12	29	10	38.9	31.8	27.1	----	37.3	31.5	26.2	----
20.	96.	93.	20.	34.	9.0	10.2	11.3	8.1	98	76	59	24	14	20	26	34	37.8	30.5	27.9	25.9	35.1	29.7	25.0	21.6
23.	87.	46.	7.		4.0	4.0	4.0	4.0	28	46	31	4	3	17	13	5	----	42.6	34.1	----	----	44.0	34.0	----
23.	69.	31.	2.		4.0	4.0	4.0	4.0	51	55	66	8	7	9	21	5	60.2	48.7	39.5	----	53.0	48.4	37.1	----
24.		25.			----	4.0	4.0	----	4	16	15	1		4	6	2	----	----	38.6	----		----	34.0	----
24.	81.	86.	25.		7.0	6.5	6.4	----	21	24	4	1	5	11	4	3	----	31.2	----	----	----	28.6	----	----
19.	95.	90.	18.	16.					438	354	188	2	47	80	99	35	44.2	34.2	29.2	----	42.1	32.8	27.1	----
12.										3	2	5		1	2			----	----	----		----	----	
18.	56.	21.							12	8	6	1	4	6	15	6	----	23.0	22.4	----	----	26.7	18.3	----
19.	99.	86.	26.		8.7	9.9	8.0	8.6	114	173	91	16	5	16	47	9	----	30.4	27.0	21.9	----	31.1	25.7	21.8
13.										1	2	1	1			1		----	----	----	----			----
22.	94.	86.	2.		7.4	9.6	10.6	5.6	606	280	150	15	39	59	79	17	46.4	34.2	28.9	22.7	41.9	33.3	27.1	23.0
17.	77.	10.			6.6	4.7	----	----	9	8	7	3	4	2	2	5	----	----	----	----	----	----	----	----
21.	93.	71.	36.	17.	6.7	6.5	7.1	6.2	76	70	64	40	4	16	32	42	----	31.3	25.9	22.4	----	29.5	23.6	20.1
22.			88.			----	11.2	8.4		3	12	3		1	5	4		----	----	----		----	----	----
21.	92.	86.	26.		6.6	6.2	5.7	6.8	23	46	34	5	2	13	20	6	----	28.9	26.7	----	----	28.5	24.6	----
22.	33.								6		3	1	3	1	2		----		----	----	----	----	----	
27.	90.	43.			10.7	8.5	11.1	----	8	12	5	2	2	2	3	2	----	----	----	----	----	----	----	----
16.	ALL	ALL	ALL	13.					48	35	28	6	2	11	11	2	----	23.4	20.8	----	----	20.4	19.7	----
21.	84.	38.	11.						50	21	10	4	12	13	8	14	31.9	28.2	22.8	----	29.9	24.2	24.2	----
26.	ALL	96.			5.8	7.5	9.1		19	18	13		2	6	2		----	27.9	----		----	25.0	----	
17.					2.7	4.1	4.8	----	13	10	14	3	1	3	3	3	----	----	----	----	----	----	----	----
22.	86.	95.	38.	11.	3.0	4.3	4.5	4.5	19	18	10	7	2	4	6	2	----	----	22.6	----	----	----	21.2	----
22.	96.	96.	59.		10.6	10.4	10.3	11.3	19	20	19	8	5	8	10	11	----	29.8	26.4	20.8	----	28.2	24.3	19.1
20.	97.	88.	22.	4.	9.5	10.2	10.9	11.3	315	173	133	19	15	28	44	34	41.5	32.6	27.4	22.5	37.4	30.2	25.2	18.2
23.	88.	68.	19.	5.	7.6	5.9	7.6	20.1	87	90	60	10	11	31	42	10	39.1	31.2	26.6	20.3	39.2	27.3	24.2	21.9
19.	95.	89.	48.	ALL	4.6	6.2	7.8	1.1	20	15	30	4	1	4	14	2	----	----	24.2	----	----	----	23.8	----
22.	89.	74.	58.	37.	8.6	8.4	7.3	8.2	25	28	29	10	12	6	16	20	30.9	26.9	23.8	21.8	29.7	26.4	24.1	19.4
21.	98.	77.	30.	4.	11.1	12.9	9.9	10.0	63	45	55	22	3	20	29	27	----	31.1	25.4	22.0	----	31.5	24.7	20.0
26.	76.	23.			9.6	15.7	10.4	----	23	25	11	5	2	10	9	4	----	23.7	21.7	----	----	25.9	20.9	----
17.	89.	67.	15.						33	48	21	3	3	13	12	6	----	27.2	22.8	----	----	25.6	21.1	----
23.																								
23.	ALL	85.							188	29	35		2	5	3		----	----	----		----	----	----	
27.	96.	73.	30.						23	19	7	6	3	7	3	5	----	27.5	----	----	----	24.7	----	----
22.	93.	73.	2.						75	24	23		14	9	20	5	44.9	34.7	27.1		42.9	34.5	26.9	----
22.	94.	66.	8.						76	38	60	3	14	21	27	2	44.3	35.3	28.1	----	43.7	33.3	28.2	----
22.	94.	59.	11.						484	176	52	2	37	39	21	1	44.6	34.6	28.4	----	42.0	34.0	27.5	----
21.	92.	69.	5.						390	75	47	5	75	42	37	2	44.9	34.9	28.0	----	43.2	33.0	28.5	----
22.	92.	60.	10.						127	39	11	1	45	11	20		45.0	34.8	28.3	----	43.4	33.6	27.1	
21.	96.	37.							439	76	41	7	73	48	46	20	45.3	33.9	27.4	25.0	44.2	34.4	27.0	25.0
22.	97.	58.	5.						339	140	59		86	39	37	2	45.1	35.3	27.7		44.6	34.7	27.5	----
22.	96.	54.	5.						266	70	24	2	55	37	32	9	45.0	34.4	27.6	----	44.1	34.5	27.3	----
22.	99.	84.	10.						191	68	23		25	26	16		44.6	34.5	27.8		42.4	32.8	27.7	
21.	96.	59.	6.						439	185	77	7	97	61	62	1	45.4	35.5	28.0	----	44.6	33.9	27.9	----
21.	98.	68.	16.						328	114	52	1	102	54	28	1	44.8	35.4	29.2	----	44.1	33.8	27.6	----
21.	97.	70.	11.						482	95	71	7	107	51	59	8	45.2	34.5	28.1	24.8	44.2	34.0	27.9	25.3
22.	97.	46.	8.						359	117	45		47	37	29	3	45.4	34.7	27.9		44.1	33.2	28.4	----
21.	98.	51.	8.						504	101	24	4	115	57	37	3	44.9	35.2	27.9	----	43.3	33.4	27.4	----
22.	95.	66.	24.						578	229	75	7	82	107	69	20	45.2	35.3	28.8	22.9	44.0	34.6	27.9	25.1
21.	95.	56.	9.						421	114	54	18	100	61	45	13	44.7	34.3	27.7	24.0	43.4	33.6	28.4	24.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CALIFORNIA(CONTD)																				
SAN JOSE STATE U	26	IIA	1	1	1	1	45.2	34.7	28.0	24.7	39.8	1	1	1	1	54.3	42.6	34.4	30.2	48.1
SONOMA STATE UNIVERSITY	26	IIA	1	1	2		44.8	34.5	27.6	——	41.4	1	1	2		54.1	42.5	34.1	——	50.3
CAL ST COLLEGE-STANISLAUS	26	IIA	1	1	1	1	44.6	34.3	27.8	24.4	39.5	1	1	1	1	53.9	42.1	34.4	29.9	48.0
CHAPMAN COLLEGE		IIA	4	3	2		35.9	31.4	26.7		30.7	4	3	3		43.3	36.9	31.7		36.3
CLAREMONT GRADUATE SCHOOL		I	1	1*	3		54.6	38.8	28.4		46.5	1	1	3		66.0	47.0	34.9		56.4
CLAREMONT MCKENNA COLLEGE		IIB	1*	1*	1*		45.9	34.4	29.5	——	39.1	1*	1*	1*		55.3	43.8	38.3	——	48.4
COGSWELL POLYTECH. COLLEGE		IIC					——	26.0	——		25.4					——	29.3	——		28.7
COLLEGE OF NOTRE DAME		IIA	5	5	5		28.2	21.3	18.7	——	22.8	5	5	5		33.2	23.9	21.5	——	26.4
HARVEY MUDD COLLEGE		IIC					50.2	36.6	29.5	——	43.3					62.3	46.0	36.4	——	53.9
HOLY NAMES COLLEGE		IIA		5	5		——	24.6	20.9	——	22.8		5	5		——	28.2	24.4	——	26.3
JOHN F KENNEDY UNIVERSITY		IIA							——		——							——		——
LINCOLN UNIVERSITY		IIC					——	——			10.7					——	——			12.6
LOS ANGELES COLL.OF CHIRO.		IIC					32.2	26.2	21.7	17.9	24.1					40.1	32.8	27.5	22.8	30.4
LOYOLA MARYMOUNT UNIVERSITY		IIA	1*	1*	1		47.1	37.1	28.0	——	37.9	1*	1*	1		56.9	45.4	35.0	——	46.4
MENLO COLLEGE		IIC									31.4									41.0
MENNONITE BRTHRN BIBLE SEM.		IIC					——	36.5	——		27.8					——	33.6	——		35.0
MILLS COLLEGE		IIA	1	2	2	3	43.2	31.6	26.4	21.0	32.7	1	3	3	4	52.9	37.2	31.5	24.0	39.3
MONTEREY INST.INTERN'L STUD.		IIA	3	5	5		38.8	27.8	22.4	——	26.8	3	5	5		46.3	33.7	27.1	——	32.4
MOUNT ST.MARY'S COLLEGE		IIB	3	3	3	3	30.7	24.8	22.1	17.9	22.7	3	4	3	4	36.9	29.3	26.1	20.6	26.7
NAVAL POSTGRADUATE SCHOOL	8	IIC					46.9	36.2	29.6		40.2					52.3	40.4	33.0		44.8
OCCIDENTAL COLLEGE		IIB	1*	1*	1*	1*	43.3	33.5	26.8	25.5	33.8	1*	1*	1	1*	55.4	43.4	32.5	30.4	42.7
FREMONT-NEWARK CC DST.OHLONE		III	1	1*	1*	1*	38.2	34.9	31.2	30.2	35.0	2	1	1*	1*	45.1	41.4	37.4	36.3	41.6
PACIFIC UNION COLLEGE		IIB	4	4	3	2	25.5	24.1	22.5	20.7	23.9	5	4	4	3	28.2	26.6	24.8	22.6	26.3
PATTEN COLLEGE		IIC					——	——	——	——	9.7					——	——	——	——	12.3
PEPPERDINE UNIVERSITY		IIA	1	1*	1*		44.8	35.6	31.1	——	38.9	1	1*	1*		55.3	44.3	37.9	——	48.1
PITZER COLLEGE		IIB	1		1		41.2	——	26.4		37.3	1		1*		51.3	——	33.9		46.6
POINT LOMA NAZARENE COLLEGE		IIB	2	3	3		33.3	26.6	22.0	——	27.6	2	2	3		40.7	33.0	26.9	——	33.6
POMONA COLLEGE		IIB	1*	1*	1		47.2	33.9	26.7	——	37.4	1*	1*	1		57.2	41.5	32.1	——	45.4
SAINT MARY'S COLL. OF CALIF.		IIA	2	3	3		40.3	31.4	25.0		31.4	2	3	4		50.1	38.1	30.3		38.4
SCRIPPS COLLEGE		IIB	1	1	2		39.1	30.0	24.0	——	31.4	1	1	1		49.5	37.7	30.4	——	39.6
SOUTHWESTERN UNIVERSITY		IIC					48.9	——	——		45.4					56.4	——	——		52.5
STANFORD UNIVERSITY	27	I	1*	1*	1*		63.1	43.2	34.7		54.4	1*	1*	1*		77.0	52.8	43.1		66.5
U OF CAL-SAN FRANCISCO	7	IIC					61.6	45.1	40.7		49.0					75.2	56.0	50.9		60.6
U OF CAL-BERKELEY	7	I	1*	1	1*		59.2	38.2	33.1		50.1	1*	1*	1*		72.0	47.7	41.8		61.5
U OF CAL-DAVIS	7	I	1	2	1		52.3	35.5	31.3		42.8	1	2	1		63.8	44.4	39.6		52.8
U OF CAL-UNIV.-WIDE SRVCES	7	IIC					51.7	36.8			46.1					63.7	46.4			57.2
U OF CAL-IRVINE	7	I	1	1	1		54.5	37.7	31.7		42.7	1	1	1		66.5	45.9	40.1		52.4
U OF CAL-LOS ANGELES	7	I	1*	1	1*		57.6	37.4	32.8		46.4	1*	1	1*		70.1	46.7	41.4		57.2
U OF CAL-RIVERSIDE	7	I	2	2	1		51.8	35.7	30.5		42.4	1	2	1		63.4	44.8	38.7		52.5
U OF CAL-SAN DIEGO	7	I	1	1	1		55.7	37.1	31.9		46.4	1	1	1*		68.0	46.4	40.4		57.2
U OF CAL-SANTA BARBARA	7	I	1	2	1		54.0	36.7	31.9		44.4	1	1	1*		65.9	45.9	40.4		54.9
U OF CAL-SANTA CRUZ	7	I	2	2	1		51.6	35.4	30.8		42.0	2	2	1		63.2	44.4	39.1		51.8
UNIVERSITY OF LA VERNE	4	IIA	5	5	5		31.9	23.3	20.0		25.8	5	5	5		38.7	28.2	23.4		31.1
UNIVERSITY OF THE PACIFIC		IIA	3	2	1	4	38.6	32.8	27.8	19.4	34.5	2	2	2	4	47.9	40.5	33.5	22.9	42.6
UNIVERSITY OF REDLANDS	66	IIA	2	2	2		38.9	32.0	26.6	——	34.9	2	2	1		49.3	40.8	35.3	——	44.6
UNIVERSITY OF SAN DIEGO		IIA	1*	3	2		46.3	30.7	26.3	——	35.8	1*	3	2		56.8	38.6	32.3	——	44.3
UNIVERSITY OF SAN FRANCISCO		IIA	1*	1*	1*	1	50.2	37.4	30.1	24.3	40.3	1*	1*	1	2	58.5	44.4	36.1	27.8	47.5
SANTA CLARA UNIVERSITY		IIA	1*	1*	1*		54.4	37.7	29.6		38.0	1*	1*	1*		66.0	47.0	36.9		47.0
UNIV. OF SOUTHERN CALIFORNIA		I	1	1	1	1*	53.5	37.8	31.1	29.0	40.9	1	1	1	1*	65.8	47.6	39.8	36.3	51.2
WESTMONT COLLEGE		IIB	3	2	2		32.3	27.0	23.8	——	27.4	2	3	2		40.8	32.0	28.0	——	33.1
WHITTIER COLLEGE		IIA	5	5	4	1	33.0	27.8	23.4	23.9	27.2	4	4	4	2	42.1	34.4	28.7	28.9	33.8
WOODBURY UNIVERSITY		IIC									29.5									35.9
COLORADO																				
ADAMS STATE COLLEGE		IIA	5	5	4		32.8	27.1	24.8	——	28.6	4	5	4		40.7	32.8	30.2	——	35.1
COLORADO COLLEGE		IIB	1*	1	1		44.4	33.0	25.4		35.4	1*	1	1		55.8	40.8	31.0		44.1
COLORADO MOUNTAIN COLLEGE		III	5	5	5	5	27.9	21.5	19.4	17.2	22.7	5	5	5	5	32.9	25.6	23.2	20.7	27.0
COLORADO SCHOOL OF MINES		IIC					43.1	33.6	27.1	25.1	36.7					51.3	40.6	33.1	30.9	44.1
COLORADO STATE UNIVERSITY	1	I	5	4	3	3	40.1	31.8	27.8	21.9	34.6	5	5	4	4	46.7	37.0	32.3	25.5	40.3
COLORADO TECHNICAL COLLEGE		IIC					——	18.3	18.2		18.7					——	20.8	20.0		21.1
FORT LEWIS COLLEGE	1	IIB	2	2	1	1	33.5	27.3	24.6	22.4	29.0	3	3	2	1	38.7	31.7	28.6	26.2	33.6
ILIFF SCHOOL OF THEOLOGY		IIC					39.4	——	——		37.3					48.2	——	——		45.2
LORETTO HEIGHTS COLLEGE		IIB	4	5	5		28.6	21.1	18.1	——	20.2	3	5	5		35.2	24.8	22.2	——	24.1
MESA COLLEGE	1	IIB	3	3	3	3	31.5	26.8	22.1	18.6	26.0	3	3	3	3	37.6	32.2	27.0	22.9	31.3
METROPOLITAN STATE COLLEGE		IIB	2	2	1	2	34.2	28.3	24.6	19.5	30.0	2	2	1	2	40.6	34.0	30.0	24.1	35.9
NAZARENE BIBLE COLLEGE		III					——	——	——		20.1					——	——	——		26.9
REGIS COLLEGE		IIB	3	3	4		30.6	26.5	20.9	——	25.2	3	3	3		38.0	31.4	25.7	——	30.5
UNIV. OF COLORADO AT BOULDER		I	4	4	2	2	41.4	32.8	29.1	23.8	36.4	5	5	3	2	47.5	37.8	33.6	27.7	41.9
UNIV. OF COLORADO COLO SPRGS		IIA	2	2	2	1*	40.3	32.5	26.9	25.7	32.3	3	3	3	2	46.0	37.3	30.9	27.8	36.9
UNIV.OF COLORADO AT DENVER		IIA	2	3	2	4	39.3	31.1	27.2	19.6	31.3	3	4	3	4	45.0	35.9	31.5	22.9	36.1
U OF COLO HLTH SCI CENTER	33	IIC					44.5	36.3	30.1	23.1	33.2					53.5	44.1	37.0	29.0	40.6
UNIVERSITY OF DENVER		I	5	5	5	3	38.6	28.4	25.2	21.3	30.6	5	5	5	4	45.7	34.0	30.3	25.8	36.6
UNIVERSITY NORTHERN COLORADO	4	I	5	5	5	3	36.9	29.0	25.1	21.3	30.8	5	5	5	4	42.6	33.5	29.0	24.6	35.6
UNIVERSITY SOUTHERN COLORADO		IIB	2	2	1	2	34.2	29.6	24.4	20.4	29.8	2	2	2	2	39.5	34.3	28.2	23.2	34.4
WESTERN STATE COLL.OF COLO.		IIA	5	5	5		31.7	24.2	21.0	——	26.6	5	5	5		38.1	29.6	25.9	——	32.3
CONNECTICUT																				
ALBERTUS MAGNUS COLLEGE		IIB	4	3	4		28.8	25.2	20.8	——	24.4	4	3	4		32.9	30.4	24.2	——	28.5
ASNUNTUCK CMTY COLLEGE		III		3		2	——	28.4	——	21.1	26.6		3		2	——	35.5	——	27.0	33.4
CENTRAL CONNECTICUT ST UNIV	1	IIA	2	1	1	1	42.0	34.3	29.0	24.9	34.9	2	1	1*	1	51.3	42.4	36.2	31.7	43.1
CONNECTICUT COLLEGE		IIA	2	2	4	4	40.3	31.8	24.2	20.1	31.9	2	2	4	4	49.3	39.4	28.6	23.9	38.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	97.	53.	5.						431	154	59	6	76	63	66	6	45.4	35.2	28.1	25.0	44.2	33.6	28.0	24.4
21.	97.	84.	25.						143	30	11	1	35	21	5		44.9	34.9	----	----	44.2	34.0	----	
22.	93.	69.	4.						105	21	14	4	16	11	14	4	44.9	34.0	28.1	----	42.1	34.7	27.5	----
18.	ALL	68.			7.3	10.1	13.7		12	24	24		6	13	8		36.6	32.0	27.0		34.6	30.1	26.0	
21.	97.	80.			7.4	9.0	----		34	17	4		1	3	3		----	----	----		----	----	----	
24.	97.	93.	9.		10.2	10.1	10.1	----	30	13	9	2	3	2	2	1	----	----	----	----	----	----	----	----
13.					----	4.0	----		1	9	4			1			----	----	----			----		
15.	94.	27.			0.0	0.0	0.7	----	8	6	4	3	8	5	9		27.5	----	----	----	28.9	----	----	
24.	97.	70.			8.6	9.9	10.6	----	36	10	8	1	1		3	1	----	----	----	----	----		----	----
15.		44.	8.		----	5.0	3.6	----	2	3	6		3	6	7	4	----	----	21.1		----	----	20.7	----
----							----				1				1				----				----	
17.									1	4			2				----	----			----			
26.	ALL	ALL	ALL	29.					6	5	6	6		1	1	1	----	----	----	----		----	----	----
22.	95.	67.	10.		6.6	8.7	8.4	----	84	59	59	3	17	22	21	1	48.1	36.7	28.3	----	42.0	37.9	27.2	----
31.																								
26.					----	3.6			2	6	1						----	----	----					
20.	91.	86.			9.1	11.4	12.9	----	15	6	10		7	8	13	6	43.0	31.4	27.0		43.7	31.7	26.0	----
21.	50.				----	10.3	----	----	5	5	4	2	1	5	8	2	----	----	----	----	----	----	----	----
18.	ALL	70.	50.						6	2	3		2	8	19	15	----	----	----		----	----	----	----
12.	94.	73.	12.		0.2	1.9	8.5		88	77	25		1	1	1		----	----	----		----	----	----	
26.	ALL	ALL			9.1	8.5	9.6	8.5	34	19	24	3	4	12	17	4	----	33.9	27.2	----	----	33.0	26.2	----
19.	ALL	ALL	ALL	50.	0.1	1.0	3.1	2.6	26	15	3	8	12	15	7	8	38.7	34.9	----	31.2	37.2	34.8	----	29.1
10.	95.	40.			3.8	5.6	6.1	6.3	37	13	11	1	4	7	14	11	----	24.2	22.7	----	----	23.8	22.3	----
27.									1		3			1	1	1	----		----			----	----	----
24.	81.	40.	16.		5.4	7.1	7.4	----	83	67	20	2	6	19	5	2	45.1	36.0	----	----	41.0	34.3	----	----
25.	97.				10.1	----	6.5		24	3	6		10		5		41.9	----	----		39.4		----	
22.	78.	13.			8.9	8.5	9.8	----	29	12	7	1	3	3	13	3	----	----	22.8	----	----	----	21.6	----
21.	94.	90.			8.4	8.6	10.2	----	52	32	15	1	2	9	17	2	----	33.8	26.1	----	----	34.4	27.2	----
22.	82.	71.	14.		9.8	9.5	9.0		21	24	17		1	11	11		----	32.1	24.8		----	30.0	25.4	
26.	ALL	ALL			5.7	7.1	7.0	----	14	6	9	1	4	8	4	1	----	29.9	----	----	----	30.1	----	----
16.	87.				12.5	16.4	----		25	1	3		6	2	1		49.9	----	----		44.6	----	----	
22.	ALL	80.							495	96	119		17	24	35		63.5	43.4	35.1		51.9	42.5	33.4	
24.	86.	76.							80	31	37		14	24	22		63.8	50.8	43.7		48.7	37.7	35.6	
23.	97.	94.							861	185	130		63	50	58		59.8	38.7	33.7		50.6	36.2	31.7	
23.	97.	95.							451	128	93		31	36	38		52.6	35.9	32.0		47.0	34.3	29.5	
24.	ALL	ALL							6	6			4				----	----			----			
23.	99.	96.							195	79	70		18	10	27		55.3	37.6	32.0		46.6	37.8	30.8	
23.	95.	89.							761	210	181		70	52	94		58.1	37.8	33.7		51.7	35.4	30.9	
24.	99.	99.							141	60	36		12	10	10		52.1	35.8	30.6		48.2	35.2	29.9	
23.	97.	94.							305	83	55		23	21	23		56.4	37.2	32.9		47.0	36.4	29.6	
23.	98.	97.							367	89	46		28	23	22		54.5	37.0	32.8		48.2	35.4	30.1	
23.	99.	ALL							152	42	35		16	25	22		51.7	36.5	31.4		50.6	33.5	29.9	
20.	76.	26.			0.2	0.7	0.7		25	20	12		8	11	9		32.1	23.5	20.4		31.4	23.0	19.6	
23.	94.	57.	5.		6.2	7.6	8.6	----	163	65	53	2	16	17	20	5	38.9	33.6	27.3	----	36.4	29.9	29.0	----
28.	87.	40.	29.						57	23	7	1	12	7	10	2	39.8	33.4	28.1	----	34.5	27.6	25.5	----
24.	95.	63.	5.		9.0	7.7	8.1	----	67	46	25		13	26	19	2	46.3	30.9	27.7		46.4	30.2	24.3	----
18.	88.	65.	56.	29.	7.6	7.6	7.6	----	79	46	35	4	9	33	17	3	49.8	38.0	30.5	----	53.2	36.6	29.2	----
24.	98.	86.	9.						59	76	56		7	12	21		55.1	38.5	29.3		48.7	32.3	30.1	
25.	91.	80.	3.	9.	6.9	7.7	8.1	8.5	373	334	253	24	37	58	82	11	54.3	38.3	31.9	31.3	45.6	35.0	28.5	24.0
21.	ALL	53.			13.0	11.2	12.6	----	17	16	12	4	2	3	2	1	----	----	----	----	----	----	----	----
24.	ALL	87.	35.		8.6	11.6	13.4	----	16	24	11	3	2	7	15	4	----	28.1	22.9	----	----	27.0	23.8	----
22.																								
23.	97.	83.	31.						27	14	7	4	2	4	9	1	----	----	26.9	----	----	----	23.2	----
24.	ALL	97.	8.						51	27	22		2	10	16		----	33.2	25.5		----	32.4	25.2	
19.									9	14	4	5	1	7	5	1	----	20.8	----	----	----	22.9	----	----
20.									91	51	27	6		5	5	2	----	----	----	----		----	----	----
16.	97.	84.	29.						431	225	139	9	13	39	54	7	40.2	32.2	28.1	22.5	37.3	29.5	26.9	21.1
12.									2	14	6			4			----	----	----			----		
16.	98.	ALL	40.		6.6	7.1	7.6	6.7	52	29	26	3	6	10	9	3	33.6	27.9	24.5	----	33.0	25.7	24.6	----
21.	91.				12.0	----	----		10	3	1		1	2			----	----	----		----	----		
19.	ALL	57.	31.		0.0	0.0	0.0	----	3	5	1		4	9	15	5	----	----	----		----	----	----	----
21.	98.	94.	64.	25.	8.0	8.4	5.5	4.7	38	24	28	5	4	7	16	7	----	27.2	22.8	----	----	25.2	20.9	----
20.	99.	92.	59.	22.	6.1	6.7	7.1	7.5	122	68	50	5	24	25	16	4	34.4	28.5	24.6	----	33.5	27.5	24.6	----
34.									4	4			1		3		----	----			----		----	
21.	ALL	81.	17.		7.5	6.6	7.1	----	8	21	12		2	6	6	1	----	25.9	20.4		----	28.6	21.8	----
15.	93.	85.	12.	31.					446	191	129	8	21	44	52	5	41.7	33.5	29.7	----	35.8	30.0	27.6	----
14.	95.	66.	8.		6.7	2.2	6.8	----	34	29	33	3	3	3	15	4	----	----	27.9	----	----	----	24.6	----
15.	89.	66.	3.		6.3	6.6	6.4	5.1	72	75	67	18	10	22	19	6	39.6	32.1	27.6	18.4	37.5	27.7	25.9	23.1
22.	ALL	67.	10.						9	9	12		5	9	18	10	----	39.9	34.3		----	32.6	27.3	----
19.	95.	90.	10.		1.9	1.5	2.1	0.1	116	104	53	9	15	24	30	3	39.1	28.7	26.3	----	34.3	27.0	23.3	----
15.	97.	80.	25.	6.	9.2	7.7	9.5	8.7	137	92	48	3	19	29	44	14	37.0	29.2	25.9	----	35.9	28.3	24.2	----
16.	96.	85.	69.	38.	6.7	6.0	6.8	----	66	52	27	3	5	10	15	5	----	30.0	25.3	----	----	27.1	22.8	----
21.	ALL	96.	85.		3.7	3.4	4.5	----	42	22	16	4	3	2	4	1	----	----	----	----	----	----	----	----
17.	ALL	86.	20.		8.0	8.0	8.0	----	1	1	7	1	7	6	3		----	----	----	----	----	----	----	
25.		83.							3	4	4	2		2		4	----	----	----	----		----		----
23.	98.	93.	55.	27.					110	97	83	5	18	36	36	6	42.1	34.7	29.1	----	41.2	33.2	28.6	----
22.	98.	86.	5.		9.5	9.7	9.8	----	28	25	24	2	18	11	13	6	40.9	31.6	24.4	----	39.3	32.5	23.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
CONNECTICUT(CONTD)																				
EASTERN CONN. STATE UNIV.		IIB	1	1*	1		41.4	33.5	25.8	——	34.6	1	1	1		50.7	41.2	31.8	——	42.5
FAIRFIELD UNIVERSITY		IIA	2	2	1*	2	41.1	33.1	30.3	22.4	33.9	2	2	1*	2	51.2	40.9	37.0	26.5	41.8
GREATER HARTFORD COMM.COLL.		III	2	2	2	2	35.1	29.9	26.5	21.2	29.2	2	2	2	2	43.4	37.2	32.4	26.6	36.1
GREATER NEW HAVEN ST TECH C.		III		1	1	1*	——	31.4	28.3	26.0	29.0		1	1	1*	——	38.8	35.2	32.4	35.9
HARTFORD COLLEGE FOR WOMEN		III					——	——	——		26.9					——	——	——		31.5
HARTFORD GRADUATE CENTER		IIC					36.9	——	29.9	——	33.5					46.5	——	37.3	——	42.3
HARTFORD SEMINARY		IIC									35.8									47.7
CONN.STATE TECHNICAL COLLS.		III	1	1	1	1*	37.5	33.2	28.8	25.4	32.0	1	1	1	1	46.4	40.9	36.0	31.6	39.7
HOLY APOSTLES COLL.&SEMINARY		IIC									——									——
HOUSATONIC COMMUNITY COLLEGE		III	3	2	1		33.7	30.3	28.3	——	30.6	2	2	1		42.2	38.1	35.7	——	38.5
MANCHESTER COMMUNITY COLLEGE		III	2	2	2	2	34.1	29.3	25.7	21.0	29.2	2	2	2	2	42.3	36.7	32.5	26.9	36.6
MATTATUCK COMMUNITY COLLEGE		III	2	2	2		35.0	31.0	26.3	——	30.1	2	2	2		42.1	37.4	32.0	——	36.4
MIDDLESEX COMMUNITY COLLEGE		III	2	2	2		34.2	30.6	26.6	——	30.3	2	2	2		42.2	38.0	33.1	——	37.5
MOHEGAN COMMUNITY COLLEGE		III	2	2	3		34.4	28.9	24.6	——	28.6	2	3	3		42.2	35.8	30.8	——	35.5
NTHWSTN CONN CMTY COLLEGE		III	2	2		2	34.7	30.0	——	21.0	28.5	2	2		2	43.5	37.9	——	27.1	36.1
NORWALK COMMUNITY COLLEGE		III	2	2	2	2	34.9	30.1	25.2	21.8	28.8	2	2	2	2	43.2	37.5	31.7	27.8	36.0
QUINEBAUG VALLEY COMM.COLL.		III					——	——	——	——	27.1					——	——	——	——	34.4
QUINNIPIAC COLLEGE	10	IIB	1	1	2	3	37.0	30.2	24.3	19.2	29.4	1	1	1	2	46.5	38.9	30.1	23.8	37.1
SACRED HEART UNIVERSITY		IIB	2	2	2		34.1	28.1	23.0	——	26.6	2	2	2		43.5	36.1	29.4	——	34.0
SAINT JOSEPH COLLEGE		IIA	5	5	5	4	28.8	24.0	21.6	18.9	22.8	5	5	5	5	33.2	27.8	25.1	21.9	26.5
SOUTH CENTRAL COMM.COLLEGE		III	3	2	2		32.6	29.8	25.3	——	29.3	3	2	2		40.4	36.7	31.4	——	36.3
SOUTHERN CONN. STATE UNIV.		IIA	1	1	1*	1	42.5	34.8	29.7	25.3	36.1	2	1	1*	1	51.8	43.0	37.0	31.8	44.4
TRINITY COLLEGE		IIA	1*	1	3		46.2	34.8	25.6	——	36.7	1*	1*	3		57.5	44.0	31.0	——	45.6
TUNXIS COMMUNITY COLLEGE		III	3	3	2	2	32.6	28.2	25.6	21.2	27.1	3	3	2	2	40.7	35.5	32.4	27.2	34.2
UNIVERSITY OF BRIDGEPORT		IIA	1	1	1	1	44.1	34.9	29.2	24.0	36.6	1	1	1*	1	53.6	42.9	36.3	30.3	44.9
UNIV OF CONNECTICUT		I	2	1	1	1	50.5	37.1	30.7	28.0	41.9	2	1	1	1*	60.9	46.0	38.6	35.4	51.3
UNIVERSITY OF HARTFORD		IIA	3	3	4	2	38.0	30.7	24.7	23.1	29.4	3	3	3	1	45.8	38.4	31.6	31.6	36.9
UNIVERSITY OF NEW HAVEN		IIA	4	1*	1	1*	36.4	38.4	28.0	26.8	34.3	3	1*	1	1*	44.8	46.1	35.0	33.6	42.0
WESLEYAN UNIVERSITY		IIA	1*	2	2		46.2	33.3	26.2	——	37.7	1*	1	2		59.4	43.4	33.7	——	48.5
WESTERN CONN ST COLLEGE		IIA	2	2	1	2	41.3	33.4	28.1	23.0	34.7	2	2	1	2	50.0	41.0	34.8	28.8	42.4
YALE UNIVERSITY		I	1*	2	2	1	59.9	36.4	28.5	26.9	45.7	1*	2	3	1	71.8	43.2	33.5	30.2	54.4
DELAWARE																				
UNIVERSITY OF DELAWARE		I	2	3	3	4	48.1	33.6	27.7	20.6	35.1	2	2	2	3	60.2	43.2	35.6	27.0	44.6
DISTRICT OF COLUMBIA																				
AMERICAN UNIVERSITY		I	3	3	2	1	45.6	34.5	29.4	24.5	38.1	3	3	2	2	55.3	42.1	35.1	27.6	46.2
CATHOLIC UNIVERSITY		I	4	5	5	2	40.9	30.6	25.1	22.7	31.3	4	5	5	3	50.5	36.3	29.2	26.7	37.5
CORCORAN SCHOOL OF ART		IIC					——	——	19.6	——	20.3					——	——	23.4	——	24.1
GALLAUDET COLLEGE		IIA	2	1	2	3	41.6	34.5	26.9	20.9	30.9	2	2	3	3	48.3	40.2	31.8	25.0	36.2
GEORGE WASHINGTON UNIVERSITY		I	2	2	2	4	49.6	35.3	28.7	19.9	40.6	2	2	2	4	60.4	43.7	35.8	25.2	49.8
GEORGETOWN UNIVERSITY		I	1	1*	2	3	56.5	39.3	28.9	21.3	40.0	1	1*	2	3	69.3	49.2	36.1	26.8	49.6
HOWARD UNIVERSITY		I	4	4	4	3	42.6	32.0	26.4	22.2	32.3	4	4	5	3	50.4	38.2	31.7	26.6	38.4
MOUNT VERNON COLLEGE	4	IIB		2	2		——	29.5	23.8	——	26.3		2	2		——	34.1	28.3	——	30.9
STRAYER COLLEGE		IIC									20.6									23.6
UNIV. DISTRICIT OF COLUMBIA		IIA	2	2	2	2	41.5	33.4	27.3	23.1	33.7	2	1	1	1	52.2	42.4	34.8	29.8	42.7
FLORIDA																				
BARRY UNIVERSITY		IIA	5	5	4	4	33.2	27.7	24.2	19.8	26.9	5	5	4	4	39.2	32.7	28.9	24.7	32.0
BETHUNE-COOKMAN COLLEGE		IIB	5	5	4	5	23.5	21.2	19.2	16.2	19.1	5	5	5	5	27.2	24.1	21.5	17.7	21.4
ECKERD COLLEGE		IIB	2	2	2		34.2	27.6	24.3		29.7	2	2	1		42.8	34.2	29.8		36.9
EMBRY-RIDDLE AERO UNIVERSITY		IIB	1	3	3	5	36.3	25.7	21.9	13.6	21.8	2	3	3	5	41.8	29.8	25.6	16.2	25.5
FLORIDA ATLANTIC UNIVERSITY		IIA	2	3	3	3	40.4	30.3	26.1	20.6	33.0	2	3	2	3	49.1	37.3	32.3	25.5	40.4
FLORIDA INTERNAT'L UNIV.	1	IIA	2	3	2	4	40.6	31.3	26.9	19.7	30.0	2	3	2	3	47.8	38.0	33.4	26.1	36.7
FLORIDA STATE UNIVERSITY		I	4	5	5	3	41.7	30.0	26.2	21.0	34.3	4	5	4	3	51.2	37.2	32.5	26.3	42.3
MIAMI-DADE COMMUNITY COLLEGE		III	4	4	5	5	30.3	25.5	20.8	17.4	26.0	4	4	4	4	37.5	31.8	26.3	21.9	32.4
ST. THOMAS UNIVERSITY		IIB	2	3	3	4	32.7	26.7	21.8	16.8	23.6	3	3	4	4	36.5	30.9	23.9	19.2	26.4
STETSON UNIVERSITY		IIA	2	3	2	5	40.5	30.4	26.7	16.4	32.5	2	3	2	5	50.7	38.0	33.1	19.3	40.5
UNIV. OF CENTRAL FLORIDA		IIA	3	3	2	4	38.6	31.4	26.2	19.2	30.5	2	2	2	4	47.5	38.9	32.6	24.2	37.8
UNIVERSITY OF FLORIDA		I	2	2	1	3	47.7	36.5	31.4	21.2	37.4	2	2	1	3	57.5	44.7	38.8	26.7	45.7
UNIVERSITY OF MIAMI		I	3	3	4	2	45.7	33.8	27.5	23.1	36.8	3	3	4	3	55.7	41.3	32.8	26.8	44.7
UNIVERSITY OF SOUTH FLORIDA		I	4	5	5	2	41.4	31.0	26.0	22.5	33.1	4	4	4	2	50.2	38.1	32.1	27.7	40.5
UNIVERSITY OF TAMPA		IIB	3	3	3		31.5	25.5	21.8	——	26.2	3	3	3		38.2	30.4	25.4	——	31.2
UNIVERSITY OF WEST FLORIDA		IIA	3	3	3	2	37.7	30.3	25.5	23.3	30.5	3	3	3	1	46.6	37.8	32.0	29.4	37.9
WARNER SOUTHERN COLLEGE		IIB		5			——	16.4	——	——	16.6		5			——	19.4	——	——	20.2
GEORGIA																				
ABRAHAM BALDWIN AGRL C	2	III	3	3	2	3	32.8	28.0	24.8	20.7	26.3	1	3	3	4	45.9	35.3	30.8	24.0	33.4
AGNES SCOTT COLLEGE		IIB	2	2	3	2	33.1	27.6	22.4	19.5	27.3	2	2	3	2	39.8	33.6	27.0	23.7	33.0
ALBANY JUNIOR COLLEGE	1	III	4	3	2		30.1	27.3	24.8	——	26.1	4	3	3		36.9	34.0	30.9	——	32.4
ALBANY STATE COLLEGE	2	IIB	2	1	1	2	34.5	29.8	25.3	20.6	28.4	2	1	1*	1	44.0	38.4	32.9	27.2	36.6
ARMSTRONG STATE COLLEGE	2	IIA	3	3	3	5	38.0	30.2	25.2	18.0	29.0	3	3	3	4	47.0	37.5	31.5	22.8	36.1
ATLANTA JUNIOR COLLEGE	2	III		3	2		——	28.2	25.3	——	26.5		3	2		——	35.0	31.6	——	33.0
AUGUSTA COLLEGE		IIA	3	3	3	3	38.6	30.1	25.0	21.2	29.7	2	3	3	3	47.9	37.2	31.1	26.0	36.8
BAINBRIDGE JUNIOR COLLEGE	2	III		3	3	3	——	28.4	24.3	20.7	24.3		3	3	3	——	35.6	30.7	26.2	30.6
BERRY COLLEGE	3	IIB	2	2	2	2	36.2	28.3	23.1	20.0	27.3	2	2	2	2	43.0	34.0	27.7	23.6	32.6
BRUNSWICK JUNIOR COLLEGE	2	III		2	3	2	——	30.6	24.2	21.9	25.8		2	3	2	——	38.4	30.5	27.7	32.4
CLARK COLLEGE		IIB	4	5	5	5	27.0	21.0	18.1	15.8	19.8	4	5	5	5	30.7	24.3	20.8	18.7	22.9
CLAYTON JUNIOR COLLEGE		III	3	4	3	1	31.9	26.6	23.7	22.4	25.3	3	4	3	2	39.5	33.1	29.6	28.0	31.5
COLUMBUS COLLEGE	2	IIA	4	3	4	3	34.5	30.0	24.8	20.6	29.9	4	3	3	3	42.6	37.3	30.6	25.6	37.0
DALTON JUNIOR COLLEGE	2	III		3	2	2	——	28.1	24.9	22.0	25.6		2	2	1	——	36.8	32.7	29.1	33.6
EMANUEL COUNTY JUNIOR COLL.	1	III		3	2			27.7	25.1	——	25.3		3	2			34.6	31.5	——	31.7
EMORY UNIVERSITY		I	1	2	2	3	52.4	35.8	29.7	21.1	39.6	2	2	2	4	62.3	43.6	36.5	25.4	47.8

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	ALL	90.	38.		5.5	5.7	11.2		42	32	19	1	8	9	13		41.3	33.4	26.3	----	42.4	33.7	25.1	
23.	ALL	85.	66.		7.8	5.3	11.3	----	41	50	41	3	8	12	23	3	41.4	33.2	32.2	----	39.6	32.7	27.0	----
24.	ALL	90.	80.		15.8	15.3	16.4	21.2	15	7	3	4	2	3	7	5	----	----	----	----	----	----	----	----
24.		78.	88.		13.7	10.2	3.3		1	8	13	7	1	1	3	2	----	----	----	----	----	----	----	----
17.					----	----	----		3		1		1	1			----		----		----	----		
26.									8	4	6	1			3		----	----	----	----			----	
33.																								
24.	ALL	97.	78.	13.	7.0	7.0	7.0	7.0	47	59	62	10	3	9	15	6	----	33.1	29.1	25.4	----	33.4	27.5	25.3

26.	ALL	93.	ALL						15	11	9	2	4	3	3	1	----	----	----	----	----	----	----	----
25.	ALL	88.	47.						35	12	10	2	6	13	7	15	34.4	30.4	26.8	----	32.5	28.3	24.1	----
21.	ALL	ALL	72.						15	14	10	3	10	5	8	2	36.6	----	27.5	----	32.6	----	24.8	----
24.	ALL	ALL	50.		7.1	7.7	8.0	----	13	8	6	2	3	6	6	1	----	31.8	29.7	----	----	29.0	23.5	----
24.	ALL	ALL	40.						9	5	7	1	4	5	3	4	----	----	----	----	----	----	----	----
26.	ALL	ALL							6	9	4	1	2	1	1	5	----	----	----	----	----	----	----	----
25.	ALL	90.	36.						8	8	4	6	8	12	7	6	35.9	31.5	----	22.7	33.9	29.2	----	20.9
27.									3	1	3		1	2		1	----	----	----		----	----		----
26.	95.	74.	21.		0.2	0.9	1.2	----	36	37	24	1	4	13	29	6	----	30.3	24.5	----	----	30.0	24.1	----
28.	75.	59.			5.1	5.7	7.2	----	7	25	23		5	14	15	3	----	28.5	23.1		----	27.5	22.8	----
16.	ALL	82.	25.		2.1	3.9	3.4	----	4	6	10	2	3	11	18	5	----	23.6	22.1	----	----	24.2	21.3	----
24.	ALL	ALL	83.		8.3	7.0	7.8	----	9	6	4	2	6	1	2	2	33.2	----	----	----	31.8	----	----	----
23.	99.	90.	68.	58.					119	73	62	7	36	53	48	5	42.7	35.2	30.0	----	41.7	34.2	29.4	----
24.	91.	95.			6.6	8.1	9.5		53	26	21	1	2	11	10	2	----	35.7	25.5	----	----	32.8	25.8	----
26.	ALL	75.	50.		9.6	8.0	7.1	----	7	4	5	4	4	4	5	5	----	----	----	----	----	----	----	----
23.	94.	77.	16.	6.	3.6	4.0	4.5	5.0	82	77	23	8	12	23	22	8	44.0	35.9	30.7	24.2	44.5	31.3	27.6	23.9
22.	97.	87.	26.	7.	7.6	8.6	9.1	10.4	484	263	132	8	52	75	78	6	51.1	37.8	31.8	29.3	45.4	34.6	29.0	26.3
26.	88.	85.	19.		4.1	5.0	6.3	----	63	93	61	8	1	10	45	3	----	30.8	24.7	----	----	29.9	24.7	----
22.	93.	60.	13.						43	48	26	4	2	5	6	4	----	----	28.2	----	----	----	27.4	----
29.	92.	92.			6.1	7.8	7.4	----	110	44	34	3	13	15	24		46.8	33.9	26.3	----	41.2	31.6	26.1	
22.	96.	77.	46.						53	36	28	3	17	16	22	3	41.5	34.1	27.9	----	40.7	32.0	28.3	----
19.	99.	23.			7.9	10.8	8.5	10.5	380	92	137	8	18	35	75	3	60.1	36.9	29.4	----	56.5	35.2	27.0	----
27.	ALL	95.			7.4	7.2	8.8	7.3	232	235	116	10	13	68	72	19	48.4	34.1	28.6	20.5	42.3	32.1	26.3	20.7
21.	98.	79.	8.		8.3	8.6	8.4	8.9	142	84	51	8	32	32	27	6	45.9	34.7	30.4	24.2	44.0	33.8	27.5	25.0
20.	93.	76.	9.		9.0	8.9	9.0		83	83	67		6	27	48	7	41.2	31.1	25.3		36.7	28.9	24.8	----
19.									2	5	13				7	1	----	----	19.7				19.3	----
17.	ALL	81.	46.	4.	8.3	10.7	10.7	10.6	36	42	24	16	13	21	33	29	42.5	35.3	27.3	21.1	39.4	33.0	26.7	20.8
23.	96.	69.	15.		6.7	7.0	7.9	5.5	250	127	54	7	27	39	30	23	50.0	35.8	29.4	24.3	46.3	33.6	27.3	18.6
24.	87.	88.	23.	3.	6.4	7.5	7.4	6.6	145	120	95	11	10	34	65	25	56.8	39.3	29.1	23.0	52.1	39.4	28.7	20.5
19.	95.	87.	16.		0.6	0.7	1.1	0.5	236	188	106	30	33	101	107	57	42.9	32.5	27.3	22.7	40.5	30.9	25.6	21.9
18.		86.	33.		----	10.1	8.0	----		3	5	1	2	4	7	1		----	----	----	----	----	----	----
15.																								
27.									133	110	80	15	47	63	84	16	41.6	33.3	27.4	22.5	41.4	33.6	27.2	23.8
19.									10	18	17	1	12	22	25	7	32.9	28.5	25.4	----	33.4	27.1	23.5	----
12.	29.	14.	9.		2.0	2.9	5.0	6.6	13	10	27	18	4	4	16	19	----	----	19.6	16.2	----	----	18.5	16.2
24.	97.	94.			12.2	10.1	10.9		31	12	13		4	5	10		----	----	25.5		----	----	22.6	
17.	77.	49.	24.	1.	6.5	6.5	6.5	6.5	28	76	89	89	3	10	14	7	----	25.9	22.4	13.7	----	23.9	19.2	12.8
22.	93.	81.	13.		5.1	4.8	5.3	10.1	130	82	46	13	7	24	32	2	40.6	30.7	27.5	----	36.4	28.6	24.0	----
22.	90.	79.	6.		5.7	6.2	6.2	6.6	85	148	99	24	11	40	57	47	40.9	31.7	27.7	20.7	38.3	29.7	25.5	19.2
23.	93.	87.	3.		5.6	5.6	6.6	5.1	382	220	126	12	45	88	65	10	42.1	30.6	27.3	19.9	38.2	28.4	23.9	22.4
25.	99.	99.	69.	11.	4.0	5.2	6.1	7.1	191	178	51	18	66	130	54	27	30.7	26.2	21.1	17.3	29.3	24.5	20.6	17.4
12.	32.	25.	2.						14	10	31	6	5	2	13	9	----	----	21.6	17.7	----	----	22.4	16.2
25.	98.	83.	14.		6.2	5.6	7.3	5.5	56	26	26	3	6	10	11	7	40.8	30.5	28.5	----	37.6	30.0	22.4	----
24.	95.	83.	30.		5.2	6.1	5.6	5.8	123	129	114	22	8	22	40	23	38.9	31.8	26.6	19.9	34.0	29.1	24.8	18.5
22.	92.	81.	8.	3.	5.4	5.9	7.9	6.3	838	611	428	25	47	115	149	49	48.1	37.0	32.3	23.7	39.6	33.7	28.9	19.8
21.	94.	72.	6.		8.1	7.5	7.9	7.2	263	167	94	4	22	43	32	12	46.2	34.2	28.3	----	40.6	32.2	25.2	----
22.	94.	83.	12.		5.1	5.6	6.4	7.4	311	257	123	20	32	73	64	27	41.7	31.4	26.7	22.6	38.3	29.8	24.5	22.3
19.	90.	81.			5.8	7.2	8.6	----	26	30	19	2	4	7	9		----	25.9	21.5	----	----	23.8	22.3	
24.	97.	87.	30.		4.7	5.1	5.1	5.7	62	86	24	14	4	15	23	6	----	30.5	26.6	24.3	----	29.3	24.3	20.9
22.					----	----	----	----	4	6	3	1					----	----	----	----				
27.	92.	ALL	37.						12	14	25	2		9	21	6	----	27.9	24.9	----		28.2	24.7	----
21.	ALL	ALL	13.		5.0	5.6	7.5	7.1	10	10	8		11	10	8	6	33.7	28.0	21.7		32.5	27.2	23.1	----
24.	ALL	91.	42.		9.1	8.6	9.2	----	6	12	12	1	1	10	19	2	----	27.3	25.9	----	----	27.4	24.1	----
29.	94.	87.	67.						25	24	23	4	8	7	34	5	34.4	29.6	25.7	----	34.7	30.4	25.0	----
24.	91.	68.	39.						44	14	30	5	3	5	36	13	----	----	25.6	----	----	----	24.9	----
25.		ALL	91.		----	8.6	8.4	----	1	13	10	1		10	12	4	----	28.6	25.1	----		27.6	25.4	----
24.	95.	89.	43.		8.0	8.6	8.2	10.8	31	29	25	7	7	18	22	9	38.8	31.1	25.0	22.9	37.7	28.3	25.0	19.9
26.		92.	8.						2	6	9	5		6	4	3	----	29.5	----	----		27.3	----	----
19.	86.	74.	18.		6.3	6.5	5.7	5.7	20	16	23	6	1	3	10	3	----	----	23.1	----	----	----	23.2	----
26.		83.	37.		----	8.9	8.8	11.2	1	9	10	5	2	3	9	7	----	----	24.3	----	----	----	24.1	----
15.	95.	52.	26.		5.1	5.2	5.7	5.1	9	14	18	12	10	7	16	13	27.6	21.5	18.3	15.7	26.4	20.1	17.9	15.9
25.	ALL	80.	5.						6	15	10	11	6	10	11	17	31.6	26.0	23.6	25.3	32.3	27.5	23.8	20.5
24.	97.	88.	25.		7.9	8.6	8.8	9.1	50	48	18	5	13	21	18	8	34.8	30.2	25.0	----	33.4	29.6	24.6	----
31.		71.	57.						1	10	19	4		4	9	2	----	----	24.8	----		----	25.1	----
25.		ALL	71.			8.6	8.4	----		5	6	4		1	1			----	----	----		----	----	
21.	98.	77.	3.						170	152	94	8	12	43	34	9	53.0	36.1	30.4	21.2	43.2	34.6	27.9	21.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
GEORGIA(CONTD)																				
FLOYD JUNIOR COLLEGE		III	2	4	3	3	34.4	26.8	23.4	19.7	26.1	2	4	3	4	43.0	33.4	29.3	24.7	32.7
FORT VALLEY STATE COLLEGE	2	IIB	1	1	1	2	38.4	31.7	26.0	20.4	29.2	1	1	1*	1	47.9	39.7	32.8	25.9	36.7
GAINESVILLE JUNIOR COLLEGE	2	III	3	3	3	3	33.7	27.2	24.4	20.2	25.6	3	3	3	3	42.0	34.0	30.6	25.5	32.1
GEORGIA COLLEGE	2	IIA	4	4	4	5	35.3	28.4	23.5	18.4	28.2	4	4	4	4	44.3	35.9	29.8	23.6	35.5
GEORGIA INST. OF TECHNOLOGY	2	IIC					51.0	37.1	33.7	25.6	42.1					61.8	45.8	41.7	32.2	51.4
GEORGIA SOUTHERN COLLEGE		IIA	3	3	4	4	37.4	31.2	24.4	19.7	28.3	3	2	3	3	46.4	39.0	30.9	25.2	35.6
GEORGIA SOUTHWESTERN COLL.	1	IIA	4	3	3	2	36.3	30.9	25.8	21.5	29.9	3	3	2	2	45.3	38.8	32.5	27.2	37.5
GEORGIA STATE UNIVERSITY		I	3	3	2	3	47.2	34.6	28.6	21.2	37.1	2	2	2	3	57.5	42.9	35.7	26.8	45.7
GORDON JUNIOR COLLEGE		III		3	4	3	----	28.1	22.8	20.3	23.9		3	4	3	----	35.0	28.6	25.6	29.9
KENNESAW COLLEGE	2	IIB	1	1	1*	1	41.0	33.1	27.0	21.1	30.2	1	1	1*	1	50.4	40.9	33.5	26.5	37.4
MACON JUNIOR COLLEGE	2	III	2	2	3	4	34.0	28.9	24.4	19.6	25.4	2	3	3	4	42.2	36.0	30.8	24.8	31.9
MERCER U MAIN CAMPUS		IIB	1	2	2	2	38.1	29.6	22.9	20.0	29.9	1	2	2	2	45.6	35.6	27.5	24.5	35.9
MERCER UNIV. IN ATLANTA	34	IIB	4	3	2	2	29.2	25.7	23.1	19.4	24.2	3	3	2	2	35.1	31.0	27.9	23.6	29.2
MIDDLE GEORGIA COLLEGE	2	III	4	3	3		30.9	27.9	24.7	----	26.4	3	3	2		38.7	35.1	31.2	----	33.3
NORTH GEORGIA COLLEGE	2	IIA	4	4	3		35.3	29.3	26.1	----	29.9	3	3	2		45.0	37.6	33.7	----	38.4
OGLETHORPE UNIVERSITY		IIB	2	3	3		36.2	25.8	21.7		30.7	2	3	3		42.4	30.5	25.2		36.0
SAVANNAH STATE COLLEGE	2	IIB	1	1	1	1	37.5	30.2	25.0	22.2	29.9	1	1	1	1	46.5	37.7	31.3	27.9	37.2
SOUTH GEORGIA COLLEGE	2	III		2	2	3		31.2	24.8	20.2	24.6		1	2	3		38.8	31.3	25.5	30.9
SOUTHERN TECHNICAL INSTITUTE	2	IIC					34.5	30.3	26.8	----	29.5					42.6	37.6	32.4	----	36.2
SPELMAN COLLEGE		IIB	2	3	3	4	33.5	24.8	21.6	17.3	23.4	3	4	3	4	39.0	29.0	25.2	20.2	27.2
THOMAS COUNTY COMMUNITY COLL		III					----	----	----	----	17.2					----	----	----	----	19.3
UNIVERSITY OF GEORGIA		I	2	3	4	4	48.2	34.0	27.1	20.4	36.2	2	3	3	4	58.6	42.2	33.8	25.4	44.6
VALDOSTA STATE COLLEGE	4	IIB	1	1	1*	2	36.3	30.2	26.8	20.9	29.6	2	1	1*	1	44.9	37.7	33.5	26.6	36.9
WAYCROSS JUNIOR COLLEGE	2	III			2			----	26.3		26.7			2			----	31.6		32.1
WESLEYAN COLLEGE		IIB	5	4	3	2	25.4	22.9	21.1	20.0	22.5	5	4	3	2	30.2	28.0	25.2	23.9	27.0
WEST GEORGIA COLLEGE		IIA	3	3	3	4	37.2	30.0	25.7	19.1	29.7	3	4	3	4	45.9	36.5	32.0	24.1	36.7
HAWAII																				
CHAMINADE UNIV. OF HONOLULU		IIB	5	5	5	5	24.8	20.8	19.1	15.7	19.9	5	5	4	5	29.5	25.2	22.7	18.2	23.7
UNIV HAWAII AT MANOA	9	I	4	4	4	4	41.5	31.9	26.3	20.8	33.7	3	3	2	2	54.8	42.5	35.2	28.0	44.7
UNIV HAWAII AT HILO	9	IIB	1	1	2		37.0	30.3	23.9	----	28.5	1	1	1		49.1	40.5	32.1	----	38.1
UNIV HAWAII -WEST OAHU COLL.		IIB		3			----	26.3	----		26.8		2			----	35.2	----		35.8
IDAHO																				
BOISE STATE UNIVERSITY		IIA	5	4	4	3	33.2	28.7	24.1	21.1	29.3	5	4	4	3	40.2	34.9	29.5	26.0	35.6
COLLEGE OF IDAHO		IIB	4		5		26.6	----	18.5	----	23.7	4		5		31.3	----	20.9	----	27.7
COLLEGE OF SOUTHERN IDAHO		III	5	5	4	3	26.7	23.5	21.4	20.3	23.4	5	5	4	3	32.5	28.6	26.2	24.9	28.6
IDAHO STATE UNIVERSITY		IIA	4	4	4	2	33.5	27.9	24.0	22.6	26.5	4	5	4	2	40.3	33.7	29.1	27.4	32.1
LEWIS-CLARK STATE COLLEGE		IIB	3	3	3		29.7	25.5	22.3	----	25.0	3	3	3		35.9	30.9	27.2	----	30.3
NORTHWEST NAZARENE COLLEGE		IIB	4	5		4	26.5	21.2	----	17.2	23.0	4	4		3	32.9	26.6	----	21.3	28.6
UNIVERSITY OF IDAHO		I	5	5	4		37.9	29.6	26.3	----	32.4	5	5	5		45.2	35.6	31.7	----	38.8
ILLINOIS																				
AMERICAN CONSV OF MUSIC		IIC					----	----	----	----	20.8					----	----	----	----	23.8
AUGUSTANA COLLEGE		IIB	1	1	1	1	39.8	31.7	25.5	21.7	31.4	1	1	1	1	48.2	39.3	31.0	26.3	38.3
AURORA COLLEGE		IIB	3	3	2		29.5	26.5	23.9	----	26.3	4	3	3		34.9	31.1	27.1	----	30.5
BLACKBURN UNIVERSITY		IIB									24.1									29.0
BRADLEY UNIVERSITY		IIA	3	3	2	4	38.1	30.1	26.3	19.9	30.6	4	4	4	5	43.6	34.6	29.8	22.4	35.0
CHICAGO STATE UNIVERSITY	6	IIA	3	3	2	1	37.3	31.4	26.5	24.7	31.9	4	3	3	1	43.4	36.8	31.3	29.2	37.4
CHICAGO THEOL SEMINARY		IIC					39.9		----		35.7					47.6		----		42.7
CHRIST SEMINARY-SEMINEX		IIC					32.1	----			31.8					37.0	----			36.7
CITY C CHGO CITY-WIDE C		III	2	2	1		36.0	31.1	28.0	----	29.7	2	2	1		42.9	37.3	33.8	----	35.7
CITY C CHICAGO DALEY C		III	1	1*	1*	2	39.2	36.4	33.6	21.9	34.6	1	1*	1*	2	46.6	43.5	40.2	27.0	41.4
CITY C CHGO KENNEDY-KING		III	1	1*	1*	1*	40.2	38.2	33.5	29.7	34.5	1	1*	1*	1*	47.7	45.5	40.2	35.9	41.3
CITY C CHICAGO LOOP C		III	1	1*	1*	1*	39.3	36.6	31.5	26.1	34.0	1	1*	1*	1	46.6	43.6	37.8	31.7	40.7
CITY C CHGO MALCOLM X C		III	1	1	1*	1*	37.9	33.0	33.2	27.8	31.9	2	1	1*	1*	45.0	39.5	39.7	33.6	38.2
CITY C CHGO OLIVE-HARVEY		III	1	1*	1*	1	38.9	37.4	33.6	25.1	33.9	1	1*	1*	1	46.1	44.4	40.2	30.5	40.5
CITY C CHGO TRUMAN C		III	1	1*	1	1	39.2	36.5	29.5	22.6	32.6	1	1*	1	2	46.5	43.5	35.5	27.7	39.0
CITY C CHICAGO WRIGHT C		III	1*	1*	1*	1	40.9	38.1	32.6	24.0	36.5	1	1*	1*	1	48.5	45.3	39.1	29.4	43.5
COLLEGE OF DUPAGE		III	1	1	1	2	39.0	33.3	28.2	21.6	34.2	2	2	2	4	44.8	38.0	31.6	23.2	39.0
COLLEGE OF SAINT FRANCIS		IIB	2	2	2	1*	32.7	27.8	24.3	24.5	26.5	3	3	2	1*	37.7	32.3	28.4	28.6	30.8
COLUMBIA COLLEGE		IIB									28.0									34.5
CONCORDIA COLLEGE		IIC					28.6	25.4	20.7	----	24.7					34.7	31.0	25.8	----	30.3
DEPAUL UNIVERSITY		IIA	2	2	1	3	41.8	32.9	28.0	21.2	33.3	1	2	1	3	52.5	40.9	34.9	26.0	41.6
EASTERN ILLINOIS UNIVERSITY		IIA	4	4	5	4	33.6	28.1	23.1	19.0	27.8	5	5	5	5	37.4	31.3	26.0	21.6	31.1
ELMHURST COLLEGE		IIB	2	2	1		36.2	29.1	24.5	----	28.7	1	2	1		45.6	35.9	29.9	----	35.5
EUREKA COLLEGE		IIB		5	5		----	21.0	19.1		20.8		4	4		----	27.2	24.9		27.0
GARRETT-EVANGLCAL THEOL SEM.		IIC					34.7	30.8	----	----	32.9					41.4	36.3	----	----	39.2
GOVERNORS STATE UNIVERSITY		IIA									31.1									34.6
GREENVILLE COLLEGE		IIB	5	5	5		22.3	19.8	17.3		20.4	5	5	5		27.2	24.8	20.5		24.9
ILLINOIS BENEDICTINE COLLEGE		IIB	2	3	2		33.1	26.8	23.1		28.1	2	3	3		40.7	31.9	26.0		33.6
ILLINOIS CENTRAL COLLEGE		III	2	2	2	1	34.1	29.6	25.0	22.6	30.0	3	3	4	3	38.9	34.1	29.0	26.1	34.4
ILLINOIS COLLEGE		IIB	3	2	4		32.0	28.2	20.8	----	26.9	3	2	4		37.5	33.7	23.9	----	31.5
ILLINOIS COLL.OF OPTOMETRY	PNA	IIC																		
ILLINOIS INST. OF TECHNOLOGY		I	3	3	2	5	46.3	34.4	29.6	19.0	35.1	3	3	3	5	55.4	41.6	34.5	22.5	41.9
ILLINOIS STATE UNIVERSITY		I	5	5	5		37.8	30.9	25.8	----	30.2	5	5	5		41.9	34.4	28.9	----	33.7
ILLINOIS WESLEYAN UNIVERSITY		IIB	2	2	2	2	35.4	27.4	23.9	20.9	27.5	2	2	2	2	44.4	34.7	29.5	23.8	34.2
JOHN MARSHALL LAW SCHOOL		IIC					58.9	46.3	36.1	----	49.1					70.2	56.0	44.4	----	58.9
JUDSON COLLEGE		IIB	4	4	5		26.1	23.4	18.7	----	22.0	4	4	4		31.8	29.3	23.6	----	27.3
KENDALL COLLEGE		IIB			3		----	----	21.8	----	23.8			4		----	----	24.5	----	26.7
KNOX COLLEGE		IIB	2	2	3		34.8	28.1	21.1	----	28.7	2	1	4		44.8	36.8	25.0	----	36.5
LAKE FOREST COLLEGE		IIB	1	1	1	1	39.0	32.3	25.3	22.1	31.7	1	1*	1	1	52.1	42.7	31.0	27.0	41.1

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.	ALL	ALL	47.		8.5	8.5	8.6	8.5	8	6	7	3	2	9	8	5	----	27.3	24.3	----	----	26.5	22.6	----
25.	89.	84.	39.						19	25	33	6	8	7	28	9	38.1	31.6	26.2	20.5	39.3	31.9	25.8	20.3
25.	ALL	ALL	26.						4	5	9	4	4	4	10	6	----	----	26.0	----	----	----	22.9	----
26.	82.	78.	22.						36	28	25	4	9	22	26	6	35.4	28.8	22.9	----	35.0	27.9	24.0	----
22.	92.	78.	7.		13.9	14.7	14.6	----	219	153	111	5	4	14	10	5	----	37.6	34.3	----	----	32.4	26.8	----
26.	97.	83.	42.		7.7	7.2	11.6	13.7	70	71	72	13	5	17	67	31	----	31.2	25.6	21.8	----	31.0	23.1	18.9
25.	97.	87.	39.		8.9	8.9	9.6	11.8	26	21	25	7	5	10	16		----	31.4	26.7	----	----	29.9	24.4	
23.	96.	88.	23.		8.3	8.9	10.3	9.8	239	180	93	12	28	71	79	26	47.4	35.4	29.7	22.6	46.0	32.6	27.2	20.5
25.		86.	11.						2	4	4	7	2	3	5	10	----	----	----	18.6	----	----	----	21.5
24.	61.	63.	23.		9.6	11.4	7.6	6.5	19	37	37	8	4	22	42	10	----	32.9	27.6	21.9	----	33.5	26.6	20.5
26.	ALL	92.	44.						5	16	13	7	3	8	19	14	----	29.4	24.9	19.8	----	27.7	24.1	19.5
20.	96.	73.	20.						43	32	30	5	6	5	11	6	38.6	----	23.1	----	35.0	----	22.1	----
21.	64.	38.	5.						8	26	21	4	3	14	20	10	----	25.9	23.3	----	----	25.3	22.8	----
26.	82.	85.	40.						9	16	19	1	2	4	11	3	----	----	25.3	----	----	----	23.6	----
28.	97.	ALL	29.		8.6	9.2	9.8	10.2	29	14	16	3	6	7	19	2	35.7	29.4	25.9	----	33.5	29.0	26.3	----
17.	95.	36.	17.		11.4	14.1	7.7		15	8	6		4	3			----	----	----		----	----		
25.	97.	70.	19.						29	25	24	5	5	15	18	4	----	31.2	26.3	----	----	28.6	23.2	----
26.		82.	31.							8	8	7		3	5	10		----	----	20.1		----	----	20.3
23.	96.	78.	7.						26	33	42	3	2	4	12		----	----	27.1	----	----	----	25.5	
16.	93.	74.	3.		5.3	6.1	4.4	3.9	7	10	16	4	7	17	19	7	32.0	24.7	21.2	----	35.0	24.9	22.0	----
12.					----		----	----	2	1		1		1	1	1	----	----		----		----	----	----
23.	95.	91.	11.		8.1	8.7	10.0	8.6	475	368	243	35	24	65	125	63	48.4	34.3	27.8	21.4	43.6	31.9	25.8	19.9
25.	89.	61.	27.		9.2	10.1	9.7	10.6	50	39	75	6	12	10	35	10	36.8	30.4	27.2	20.3	33.8	29.3	26.0	21.3
20.			31.							2	7			1	6			----	26.1			----	26.5	
20.	ALL	42.			13.7	12.6	9.7	----	4	10	6	1	4	2	4	5	----	----	----	----	----	----	----	----
23.	90.	91.	27.		8.5	16.0	9.3	11.8	61	58	45	16	11	16	19	12	37.5	30.2	25.8	19.3	35.1	29.1	25.5	18.7
19.	73.	45.	18.		8.0	7.3	5.2	7.6	13	5	11	13	2	6	6	3	----	----	19.7	----	----	----	17.9	----
33.	94.	80.	19.	17.	7.3	8.2	10.5	8.9	374	215	152	13	34	50	117	41	41.9	32.0	26.8	21.3	37.6	31.5	25.5	20.6
33.	96.	97.	18.		7.1	10.1	7.8	----	25	29	27	1		3	18	3	----	----	23.5	----		----	24.4	----
34.		ALL			----	9.4	----		2	5	1			2			----	----	----			----		
22.	94.	67.	28.	14.	6.0	6.2	7.2	----	109	83	42	2	12	27	26	5	33.3	29.5	25.2	----	32.0	26.3	22.5	----
17.	ALL				0.0	----	1.0		19	5	9	1	3		3		----	----	----	----	----		----	
22.									21	13	24	9	8	11	7	2	26.9	22.9	21.5	----	26.3	24.2	21.0	----
21.	96.	86.	14.	58.	6.7	7.2	8.6	5.7	71	56	61	73	5	20	32	27	----	28.2	24.3	23.5	----	27.2	23.4	20.2
21.	94.	67.	9.						15	13	10		1	2	12	3	----	----	22.2		----	----	22.4	----
24.					8.3	7.8	----	10.7	29	16	2	5	1		3	6	----	----	----	----	----		----	----
20.	98.	82.	19.		5.8	5.5	6.1	----	145	88	71	1	12	19	18		37.8	29.9	26.5	----	37.9	28.2	25.5	
14.									3	2	1	2	1	1	2		----	----	----	----	----	----	----	
22.	97.	97.	30.		5.3	6.0	6.7	7.4	31	24	22	7	6	7	11	6	40.2	31.8	25.7	22.3	37.6	31.1	25.0	21.1
16.					3.4	3.7	4.7	----	11	14	5	2		7	10		----	27.4	----	----		24.7	----	
20.																								
17.	96.	81.	33.	17.	3.4	5.6	6.0	13.8	73	75	51	8	5	10	28	10	----	30.5	28.1	21.5	----	27.1	23.1	18.6
17.	96.	84.	17.						72	42	28	5	27	31	30	19	37.5	32.0	26.4	----	36.6	30.5	26.6	----
20.	ALL				5.5		----		7		2				2		----		----				----	
15.					9.4	----			12	3							----	----						
20.	ALL	ALL	ALL		7.1	8.1	7.5	----	8	8	8	1	2	2	9	4	----	----	28.2	----	----	----	27.9	----
20.	ALL	ALL	ALL	69.	6.8	10.6	7.8	9.2	29	22	29	10	10	15	9	6	39.7	38.1	34.3	21.5	37.7	34.0	31.1	22.6
20.	ALL	ALL	99.	95.	7.0	10.7	7.0	7.0	14	25	44	36	13	25	30	20	40.2	39.7	33.5	29.5	40.1	36.8	33.6	30.1
19.	98.	ALL	97.	70.	6.3	6.3	6.3	6.3	32	25	39	13	9	23	31	7	39.7	37.0	32.9	26.0	37.9	36.3	29.7	26.3
20.	ALL	ALL	ALL	78.	6.3	6.3	6.3	6.3	5	16	29	23	9	13	23	22	----	34.0	33.6	28.7	----	31.9	32.7	26.9
20.	ALL	ALL	ALL	60.	6.3	6.3	6.3	6.3	20	31	28	23	6	12	18	7	39.2	37.7	34.7	24.8	37.5	36.7	32.0	25.9
20.	ALL	ALL	98.	67.	6.3	6.3	6.3	6.3	30	23	26	12	12	21	22	18	39.3	37.2	30.6	24.0	38.9	35.8	28.2	21.6
19.	ALL	ALL	ALL	80.	6.3	6.3	6.3	6.3	41	38	33	4	13	5	14	6	40.7	----	34.3	----	41.5	----	28.6	----
14.	ALL	98.	73.		5.4	6.9	6.1	5.8	80	35	30	4	19	14	18	7	39.0	33.7	28.3	----	38.9	32.3	27.9	----
16.	50.	21.	5.						4	6	9	4	2	8	10	3	----	27.9	24.7	----	----	27.8	23.9	----
23.																								
23.	96.	78.	16.						20	19	17	1	5	8	8	1	----	25.9	21.2	----	----	24.1	19.7	----
25.	97.	82.	23.	3.	5.9	5.8	6.8	7.6	97	119	47	16	14	38	36	17	42.0	33.6	27.8	21.4	39.8	31.0	28.3	21.1
12.	98.	83.	35.		8.9	9.7	9.9	11.2	174	106	62	40	19	32	52	30	33.7	28.6	23.7	20.1	32.9	26.4	22.4	17.7
23.	ALL	89.	49.		11.1	10.9	11.1	----	24	21	19	2	3	6	22	3	----	29.3	24.8	----	----	28.5	24.3	----
30.		50.							2	9	9		3	3	5		----	----	----		----	----	----	
19.	88.	33.			5.5	----	----	----	15	3		1	2	3	1		----	----		----	----	----	----	
11.																								
22.	ALL	50.	31.						19	6	9		5	2	4		----	----	----		----	----	----	
19.	96.	29.			6.0	6.1	7.0		19	18	15		8	10	4		33.2	26.5	----		32.8	27.4	----	
15.	99.	97.	ALL	65.	5.8	6.1	6.4	6.5	65	49	18	7	17	21	17	10	34.5	29.4	26.3	23.2	32.6	30.1	23.7	22.2
17.	ALL	ALL			6.0	6.1	12.6	----	15	12	8	2	1	1	3	2	----	----	----	----	----	----	----	----
20.	99.	80.			4.7	4.1	8.6	7.7	76	85	45	17		10	9	5	----	34.3	30.8	----		35.0	23.7	----
12.	98.	82.	25.		8.0	8.2	7.6	5.1	223	154	151	1	38	49	78	3	38.1	31.0	26.3	----	36.2	30.6	24.7	----
24.	97.	73.	42.		6.0	4.5	7.0	7.6	28	24	22	4	1	9	21	6	----	28.3	24.4	----	----	24.9	23.4	----
20.	ALL	ALL							25	6	3	2	1	2	4	3	----	----	----	----	----	----	----	----
24.	ALL	ALL			1.0	1.2	1.9		6	6	5	1	1	1	5		----	----	----	----	----	----	----	
12.									1	2	3	2			4	1	----	----	----	----			----	----
27.	ALL	96.			4.8	4.3	5.7	----	29	18	14	4		5	4		----	----	----	----		----	----	
30.	97.	ALL			3.8	4.6	5.9	7.1	27	14	14	1	3	4	10	6	----	----	26.0	----	----	----	24.4	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
ILLINOIS(CONTD)																				
LEWIS AND CLARK COMM.COLLEGE		III	3	3	2	1	32.5	28.2	25.9	22.6	27.6	4	4	3	2	37.8	32.9	30.3	26.6	32.2
LEWIS UNIVERSITY		IIA	5	5	5	5	27.8	24.8	21.5	18.7	23.6	5	5	5	5	33.1	30.0	25.1	22.0	28.0
LINCOLN CHRISTIAN COLLEGE		IIC					21.6	—	18.8	—	20.3					23.2	—	20.1	—	21.8
LOYOLA UNIV OF CHICAGO		I	3	2	3	1	45.0	35.1	28.3	27.2	35.3	3	3	3	1	53.2	42.1	34.3	33.3	42.4
MCKENDREE COLLEGE		IIB	3	2	2	1	31.6	27.1	24.0	22.7	26.0	3	3	2	1	37.6	31.9	28.1	26.6	30.7
MACMURRAY COLLEGE		IIB	4	4	4	4	27.3	22.0	20.7	17.6	22.6	4	5	4	4	32.2	25.9	24.4	20.9	26.6
MALLINCKRODT COLLEGE		IIB									15.0									16.3
MEADVL-LOMBARD THEOL SCH		IIC					—	—			—					—	—			—
MILLIKIN UNIVERSITY		IIB	2	2	1	3	35.6	27.9	24.8	18.3	27.0	2	2	2	3	42.1	33.5	29.4	21.6	32.0
MONMOUTH COLLEGE		IIB	3	3	3	3	31.4	26.1	21.6	18.4	25.9	2	2	3	3	39.5	32.9	25.9	22.3	32.0
MORAINE VLY CMTY COLLEGE		III	2	3	4	3	34.0	27.4	22.9	19.9	27.5	3	4	4	4	39.2	32.0	27.1	23.9	32.1
MUNDELEIN COLLEGE		IIB	4	4	4		27.9	22.5	19.6	—	22.4	4	5	4		32.0	26.0	22.8	—	25.9
NAT'L COLL.OF CHIROPRACTIC		IIC					33.5	—	22.7	20.1	23.9					39.4	—	26.6	23.3	27.9
NATIONAL COLLEGE OF EDUC.	36	IIA									23.4									27.4
NORTH CENTRAL COLLEGE		IIB	2	2	2		35.0	29.5	24.1	—	27.9	2	2	2		42.3	35.3	27.9	—	33.2
NORTH PARK COLLEGE		IIB	4	3	4	3	29.1	25.0	20.6	18.0	24.2	3	3	4	4	38.3	30.7	24.3	20.9	30.1
NORTHEASTERN ILLINOIS UNIV.		IIA	5	4	4	2	33.1	28.1	24.5	22.3	29.1	5	5	5	3	36.8	31.4	27.5	25.1	32.3
NORTHERN ILLINOIS UNIVERSITY		I	4	4	5	5	40.6	32.1	25.9	16.2	30.7	5	5	5	5	44.9	35.8	29.1	18.5	34.3
NORTHWESTERN UNIVERSITY		I	1	2	1		53.2	35.5	31.8	—	44.0	1	2	1		65.1	43.4	37.6	—	53.4
OAKTON COMMUNITY COLLEGE		III	2	1	1	1	36.3	32.3	27.5	24.0	33.0	3	2	2	1	41.7	37.7	32.9	29.4	38.4
OLIVET NAZARENE COLLEGE		IIB	5	4	4	4	25.4	22.4	19.4	17.4	21.7	4	4	4	3	32.0	28.2	24.3	21.9	27.2
PARKS COLL.OF ST.LOUIS UNIV.		IIC					36.8	28.1	22.5	24.4	28.1					43.6	32.8	25.4	27.8	32.5
PRINCIPIA COLLEGE		IIB	2	2	3		34.1	27.8	22.4	—	28.9	2	2	2		41.0	33.7	27.5	—	35.0
QUINCY COLLEGE		IIB	4	3	4		26.9	24.9	19.7	—	24.0	4	4	4		30.9	28.6	23.0	—	27.7
RICHLAND COMMUNITY COLLEGE		III	5	4	4		27.7	26.0	22.3	—	25.9	5	4	4		33.5	31.6	27.4	—	31.4
ROCKFORD COLLEGE		IIB	2	3	2		32.7	24.7	23.8	—	27.1	3	4	2		38.2	29.5	28.0	—	31.9
ROOSEVELT UNIVERSITY		IIA	5	5	4		31.3	26.6	23.8	—	27.6	5	4	4		40.1	34.2	30.5	—	35.3
ROSARY COLLEGE		IIA		5	5		—	27.0	23.2	—	25.7		5	4		—	32.2	28.9	—	31.1
SAINT MARY OF THE LAKE SEM		IIC					9.0	—	—	9.1	9.2					9.5	—	—	9.1	9.4
SAINT XAVIER COLLEGE		IIB	2	2	3	2	35.5	27.7	22.1	20.1	25.7	2	3	3	2	40.9	32.3	26.7	24.3	30.4
SANGAMON STATE UNIVERSITY		IIA	3	3	2		37.0	31.5	27.1		31.8	4	4	4		41.1	35.1	30.3		35.4
SAUK VALLEY COLLEGE	4	III	4	4	4	3	29.2	27.1	22.6	20.6	25.5	4	4	4	3	35.1	32.9	27.9	25.8	31.1
SCH ART INSTITUTE CHICAGO		IIC					32.8	27.8	23.1		27.0					40.4	34.8	27.9		33.1
SEABURY-WESTERN THEOL SEM		IIC					21.5	—		—	20.0					37.7	—		—	34.2
SOUTHERN ILL.UNIV-CARBONDALE		I	5	4	4	2	39.8	31.4	26.3	23.7	30.9	5	5	5	3	44.1	35.0	29.4	26.6	34.5
SOUTHERN ILL.UNIV-EDWARDSVLE		IIA	3	3	2	2	36.9	31.4	27.3	21.7	32.1	4	4	4	4	41.0	35.0	30.5	24.5	35.7
SPERTUS COLLEGE OF JUDAICA		IIC					32.5	—	—		30.5					39.6	—	—		37.2
TRINITY CHRISTIAN COLLEGE		IIB	3	2	1*	2	30.6	27.8	27.1	19.9	26.7	3	2	1	2	37.2	34.1	31.7	23.8	31.9
TRINITY COLLEGE		IIB		4	5		—	22.5	18.5	—	21.2		4	5		—	26.7	21.3	—	24.6
UNIVERSITY OF CHICAGO		I	1*	1	1	2	57.0	37.4	31.3	22.7	46.6	1	1	1	1	68.7	46.6	39.7	30.1	57.0
UNIV ILLINOIS-URBANA CAMPUS		I	2	2	1		51.0	35.5	31.5	—	42.5	3	4	2		56.4	39.7	35.2	—	47.2
UNIV ILLINOIS-CHICAGO CAMPUS		I	2	3	2	3	47.4	34.3	29.8	21.6	36.2	3	4	4	4	52.5	38.5	33.4	24.5	40.4
WESTERN ILLINOIS UNIVERSITY	37	IIA	4	3	2	5	34.6	30.0	26.2	17.4	29.4	5	5	4	5	38.5	33.5	29.3	19.8	32.8
WHEATON COLLEGE		IIA	4	4	4		34.4	29.2	24.2	—	29.7	4	4	4		42.1	35.1	28.8	—	35.8
WILLIAM RAINEY HARPER COLL.		III	1*	1*	1	1	43.4	36.7	30.2	25.1	35.8	1	1	1	1	49.2	41.9	34.8	29.2	41.0
INDIANA																				
BALL STATE UNIVERSITY		I	5	5	5	5	36.5	29.5	23.9	16.5	29.1	5	5	5	5	44.7	36.4	29.5	20.4	35.8
BUTLER UNIVERSITY	4	IIA	4	4	5	2	34.5	29.0	23.3	21.5	28.8	4	4	5	3	41.5	34.9	27.8	25.5	34.5
CALUMET COLLEGE		IIB	5				19.3	—	—	—	18.3	5				23.5	—	—	—	22.4
DEPAUW UNIVERSITY	38	IIB	1	1	1		40.2	32.6	24.4		31.9	1	1*	1		51.1	41.9	30.2		40.3
EARLHAM COLLEGE		IIB	2	3	3		34.4	26.7	21.7		28.9	1	2	3		46.3	33.1	26.3		37.5
FORT WAYNE BIBLE COLLEGE		IIC					—	20.0	17.6		19.1					—	22.8	20.1		21.9
FRANKLIN COLLEGE OF INDIANA		IIB	5	4	4		24.9	22.5	20.3	—	22.4	5	4	4		29.8	27.5	23.8	—	26.7
GOSHEN COLLEGE	14	IIB	5	5	5		24.4	21.2	18.2		22.2	4	4	4		32.1	26.9	23.6		28.8
HANOVER COLLEGE		IIB	1	2	3	2	37.4	27.2	22.4	19.7	28.2	1	2	3	3	45.9	32.8	26.1	22.3	33.9
HUNTINGTON COLLEGE		IIB	4	4	5		27.6	23.3	18.9	—	21.9	4	4	4		33.0	29.1	23.1	—	26.9
INDIANA CENTRAL UNIVERSITY		IIA	5	5	5	4	32.6	27.1	22.5	20.1	25.5	4	4	5	4	40.9	33.8	27.5	23.6	31.5
INDIANA STATE UNIV-TERRE HTE	2	IIA	4	4	5	5	36.0	28.4	23.3	17.5	29.6	3	4	4	5	45.6	36.1	29.0	20.3	37.2
UNIV.OF SOUTHERN INDIANA'	41	IIB	2	2	2	2	34.7	28.9	23.8	19.7	28.2	2	2	2	2	43.1	36.1	29.6	24.2	35.0
INDIANA UNIV-BLOOMINGTON		I	3	4	4		44.8	32.3	27.1	—	36.7	3	3	2		56.4	41.3	35.0	—	46.7
INDIANA UNIV-EAST		III		4	5		—	26.4	20.8		22.5		3	4		—	34.0	27.1		29.2
IND-PURDUE U FORT WAYNE		IIA	3	3	4	5	37.2	30.0	23.9	16.6	27.8	3	3	4	5	46.6	38.1	30.2	18.9	35.0
INDIANA UNIV-INDIANAPOLIS		IIA	2	3	3		41.4	30.2	25.2	—	30.0	1	3	2		52.5	38.8	32.6	—	38.5
INDIANA UNIV AT KOKOMO		IIB	2	2	2		33.3	28.3	23.5		27.4	2	2	1		42.7	36.4	30.4		35.3
INDIANA UNIV-NORTHWEST	39	IIA	2	3	3		39.8	30.8	25.0	—	29.5	2	2	2		50.5	39.6	32.3	—	37.9
INDIANA UNIV AT SOUTH BEND		IIA	4	4	5		35.9	29.8	23.3	—	29.9	3	3	4		45.9	38.3	30.2	—	38.5
INDIANA UNIV-SOUTHEAST		IIB	2	3	3		35.5	26.8	22.0		27.7	1	2	2		45.3	34.5	28.5		35.6
MANCHESTER COLLEGE		IIB	3	3	3		29.3	25.1	21.5	—	25.5	3	3	3		36.0	30.5	25.4	—	30.9
MARIAN COLLEGE		IIB	4	4	4	3	28.7	24.0	20.8	18.2	22.3	3	4	4	3	35.0	28.7	24.8	22.7	27.0
MARION COLLEGE		IIB	5	5	5		25.0	20.9	17.7	—	20.0	4	5	5		31.0	25.8	21.3	—	24.5
OAKLAND CITY COLLEGE		IIB	5	5	5	5	19.1	17.7	16.9	14.7	17.2	5	5	5	5	23.0	21.4	20.5	18.0	20.8
PURDUE UNIV.-MAIN CAMPUS		I	2	3	3	4	48.0	34.0	28.2	20.2	37.4	2	3	3	5	59.2	42.3	34.5	22.7	46.0
PURDUE UNIVERSITY-CALUMET		IIA	2	3	3	5	38.9	30.7	25.4	17.5	29.2	2	3	3	5	48.4	38.6	31.5	20.0	36.3
PURDUE UNIVERSITY-NO.CENTRAL		III	2	2	3		34.7	29.7	23.5	—	27.5	2	2	4		44.3	37.5	29.1	—	34.4
ROSE-HULMAN INST OF TECHN		IIC					41.4	35.3	29.2		37.1					53.1	44.2	37.0		47.1
SAINT MARY'S COLLEGE		IIB	1	1	2		40.0	31.8	24.3	—	28.4	1	1	1		49.3	40.0	30.2	—	35.4
SAINT MEINRAD COLLEGE		IIB			1		—	—	25.3		24.6			1		—	—	30.2		29.5
TAYLOR UNIVERSITY		IIB	4	4	4		27.3	24.1	20.7	—	23.9	3	3	2		37.0	32.2	27.4	—	32.1
TRI-STATE UNIVERSITY		IIB	3	3	3		31.0	25.2	22.3	—	26.0	3	3	3		38.1	30.8	27.1	—	31.8

(6) BEN. AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
17.	ALL	ALL	ALL	85.					9	22	9	5	7	8	12	8	32.5	28.0	26.1	----	32.6	28.9	25.8	----
19.	94.	58.	4.						24	17	15	6	7	7	9	6	27.5	24.4	21.8	18.2	28.7	25.9	20.9	19.3
7.	88.		67.						7	3	4		1		2	1	----	----	----		----		----	----
20.	98.	77.	27.	14.	7.8	7.8	8.4	8.6	140	153	112	12	16	71	68	10	45.5	35.7	28.8	29.6	40.9	33.8	27.4	24.3
18.	ALL	67.	17.						6	8	6	5	1	1	6	2	----	----	23.1	----	----	----	24.8	----
18.	ALL	90.	32.						13	8	10	3	2	2	9	3	----	----	20.3	----	----	----	21.2	----
9.																								
----					----	----			2	1							----	----						
19.	91.	75.	32.		4.1	4.1	3.9	3.9	22	21	23	5		7	11	10	----	28.4	25.7	----		26.1	23.0	----
24.	ALL	ALL	13.		3.2	5.3	4.5	----	20	8	12	2		2	4	4	----	----	----	----		----	----	----
17.	98.	93.	83.	57.					36	35	24	5	17	19	23	9	34.0	27.2	23.2	----	34.2	27.8	22.6	----
16.	92.	ALL	43.						3	5	6		10	18	15	2	----	----	20.3		----	----	19.3	----
17.	ALL		6.		12.8	10.3	7.9	10.3	10	3	14	18		2	2	7	----	----	----	19.9		----	----	20.7
17.																								
19.	94.	63.	20.		6.5	7.3	7.3	----	15	12	20	2	2	4	10	3	----	----	23.4	----	----	----	25.4	----
25.	ALL	94.	45.		0.0	0.4	0.0	1.3	22	12	5	4	1	5	15	5	----	----	----	----	----	----	----	----
11.	99.	78.	46.		8.8	9.3	8.7	8.7	126	48	43	1	44	32	42	5	33.4	28.6	25.0	----	32.2	27.4	24.0	----
12.	95.	88.	23.		8.0	8.2	8.8	7.2	296	221	151	55	33	59	87	91	40.8	32.7	26.5	16.1	38.1	30.1	24.9	16.2
22.	99.	80.	3.		7.1	8.2	10.4		387	170	125	4	25	48	35	1	53.5	36.2	32.6	----	49.9	32.9	29.3	----
16.	98.	ALL	74.	13.	6.3	6.6	6.9	7.0	39	26	5	4	25	21	14	4	37.0	33.5	----	----	35.1	30.9	----	----
25.	92.	61.	37.						23	10	18	3	2	8	17	4	----	23.0	19.7	----	----	21.7	19.1	----
16.	80.	44.	10.		5.5	5.4	5.1	----	15	18	18	5			2	1	----	----	----	----			----	----
21.	62.	33.			7.3	7.8	----	----	16	11	5	3	5	4	3	1	----	----	----	----	----	----	----	----
15.	ALL	74.			0.3	0.4	2.1	----	13	22	9	2		5	1	1	----	----	----	----		----	----	----
22.	ALL	93.	83.		5.5	6.0	10.8		10	11	4	1	5	4	2		----	----	----	----	----	----	----	
18.	79.	68.	5.		6.4	5.4	4.2	----	25	21	14	3	3	4	7		----	----	25.5	----	----	----	20.3	
28.	97.	62.	24.		6.1	6.3	7.1	----	51	38	25		11	9	13	4	32.1	27.2	24.8		27.8	23.7	22.0	----
21.		83.	67.		----	5.0	5.0	----	2	11	10	1	1	13	8		----	28.6	24.0	----	----	25.7	22.2	
2.									6		1	11	1	1			----		----	----	----	----		
18.	ALL	76.	5.		5.3	5.5	5.4	5.9	7	25	12	4	8	26	25	11	38.1	28.0	22.4	----	33.3	27.3	21.9	----
11.	97.	74.	10.		7.4	7.6	9.9		28	60	18		3	18	12		----	31.9	28.1		----	30.3	25.6	
22.	93.	ALL	86.	38.	8.1	8.3	8.4	----	10	15	7	6	4	2	7	2	----	----	24.3	----	----	----	20.9	----
22.	ALL	ALL			15.1	8.3	11.2		17	16	5		3	12	9		----	27.9	----		----	27.8	----	
71.	ALL								6	3						1	----	----						----
11.	98.	88.	26.	31.	10.1	11.3	10.5	13.3	246	240	222	24	18	36	88	12	40.0	31.5	27.0	25.1	37.0	30.6	24.5	20.9
11.	98.	96.	45.	24.	7.8	8.7	9.2	11.3	193	106	54	14	23	31	26	28	37.2	31.9	27.9	23.8	34.4	29.7	25.9	20.7
22.	ALL				----	----	----		8					1	1		----					----	----	
19.	71.	33.							6	4	9	4	1	2	5	2	----	----	----	----	----	----	----	----
16.		57.			----	2.7	----	----	4	5	7	2		2	2		----	----	----	----		----	----	
22.	99.	80.							421	145	112	26	21	38	27	8	57.4	37.4	31.9	23.5	50.5	37.1	28.7	20.3
11.	ALL	97.	5.		8.9	9.6	10.0	----	935	442	317	3	59	81	91	1	51.4	36.1	32.2	----	43.7	32.5	28.9	----
11.	ALL	97.	14.	48.	8.9	8.9	9.6	8.3	307	304	212	10	51	90	121	17	47.8	35.0	31.2	22.0	44.8	32.8	27.4	21.4
12.	ALL	91.	33.		9.1	9.0	8.7	9.2	197	139	93	30	27	38	38	28	35.0	30.3	26.7	18.1	32.2	29.0	24.9	16.6
21.	94.	53.			9.7	9.9	11.2	----	53	39	23	3	9	10	13		34.5	29.3	24.5	----	34.0	28.7	23.7	
14.	ALL	ALL	94.	77.					37	49	18	9	11	37	18	13	43.6	37.2	30.4	26.7	42.4	36.1	30.1	24.0
23.	99.	79.	41.	11.	7.7	8.3	8.1	8.0	292	127	133	27	55	40	104	85	36.7	29.6	24.6	16.7	35.8	29.1	23.1	16.5
20.	98.	87.	40.	11.	7.6	6.9	5.0	9.5	47	38	25	4	7	7	22	5	34.6	29.4	23.6	----	34.2	26.9	23.0	----
22.	89.								8	3	2	2	1		1		----	----	----	----	----		----	
26.	ALL	98.	21.		6.5	6.5	6.5		44	31	32		2	9	24		----	33.1	25.2		----	31.0	23.5	
30.	97.	88.	5.		5.8	9.6	8.1		32	10	13		2	7	7		----	27.4	21.7		----	25.6	21.6	
15.		89.	9.		----	3.1	2.8		2	5	9			4	2		----	----	----			----	----	
20.	ALL	90.			4.9	4.9	5.5	----	13	9	11	1	5	1	9		----	----	20.9	----	----	----	19.5	
30.	95.	41.	8.						31	18	6		7	14	6		24.4	22.0	18.9		24.3	20.2	17.5	
20.	ALL	77.	13.		6.0	6.5	8.3	12.8	21	19	13	7	2	3	3	4	----	----	----	----	----	----	----	----
23.	ALL	ALL	50.		7.6	5.8	8.2	----	5	10	3	1	1	1	5	3	----	----	----	----	----	----	----	----
24.	ALL	55.	8.		6.6	7.7	7.9	----	12	17	16	2	3	12	24	4	----	27.2	22.2	----	----	26.9	22.7	----
26.	98.	85.	47.	4.	8.8	7.9	7.8	8.5	246	102	107	14	40	36	73	31	36.2	28.9	24.1	18.7	34.8	27.2	22.3	17.0
24.	ALL	90.	37.		7.0	8.5	7.2	8.0	26	26	24	7	5	4	6	4	----	----	24.6	----	----	----	20.9	----
27.	96.	77.	4.		10.3	9.7	11.0	8.4	564	257	156	4	50	85	88	1	45.1	33.1	28.1	----	40.7	29.9	25.5	----
30.		71.			----	9.9	9.4		3	5	4			2	6		----	----	----			----	----	
26.	96.	96.	26.		6.0	4.5	7.3	8.8	40	82	73	5	6	24	45	9	37.6	30.5	25.2	----	34.1	28.4	21.7	----
28.	95.	84.	22.		9.2	7.6	8.3	----	131	149	104	1	19	66	95	4	41.7	31.3	27.5	----	39.9	27.7	22.7	----
29.	ALL	85.	18.		9.5	9.1	9.9		6	18	4		1	9	7		----	28.0	----		----	28.7	----	
28.	96.	83.	3.		6.1	6.7	8.0	----	21	36	23	2	2	10	17	1	----	31.1	25.5	----	----	29.7	24.2	----
28.	ALL	91.	22.		6.0	6.5	6.1	----	31	56	15		5	8	8	2	----	30.2	23.9		----	27.3	22.1	----
29.	97.	83.	5.		7.3	7.5	11.0		24	24	10		6	12	10		35.9	27.1	22.3		34.2	26.0	21.7	
21.	97.	67.	18.		5.4	5.8	6.7	----	27	15	15	2	2	3	7		----	----	21.6	----	----	----	21.1	
21.	ALL	78.	11.		7.3	7.0	6.0	6.0	6	7	10	1	2	2	9	8	----	----	21.0	----	----	----	20.5	----
22.	65.	41.			7.5	10.0	11.4	----	11	11	16		6	6	16	4	24.9	21.4	18.4		25.2	20.1	16.9	----
21.	75.	13.	14.						5	4	5	5	3	4	2	2	----	----	----	----	----	----	----	----
23.	99.	90.	13.	6.	6.8	6.9	8.6	8.5	542	344	288	39	22	58	83	32	48.3	34.6	29.1	22.6	40.2	30.5	25.3	17.4
24.	ALL	87.	25.		5.8	5.7	6.9	7.3	31	69	41	8	6	23	36	9	38.8	31.5	26.9	18.1	39.4	28.3	23.6	17.0
25.	ALL	95.	36.		5.2	6.3	5.7	----	7	18	14		1	4	11	1	----	----	25.0		----	----	21.6	----
27.	92.	74.			3.2	6.7	6.8		37	32	13		1	2			----	----	----		----	----		
25.	94.	87.	26.		6.6	6.8	7.7	9.8	10	19	29	2	8	11	36	3	41.8	32.8	24.9	----	37.6	30.0	23.8	----
20.									1	4	8						----	----	----					
34.	ALL	83.	19.		0.0	0.0	0.4	----	21	26	17	2	3	4	4	1	----	----	----	----	----	----	----	----
22.	85.	63.			4.6	4.1	4.3	----	19	31	15		1	4	2	1	----	----	----		----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
INDIANA(CONTD)																				
UNIVERSITY OF EVANSVILLE	4	IIA	4	4	4		33.5	28.3	24.3	----	28.4	4	4	4		41.3	34.1	29.2	----	34.5
UNIVERSITY OF NOTRE DAME		I	1	1	1	1*	52.0	38.4	31.3	36.0	41.5	1	1	1	1*	64.3	47.2	37.4	42.5	50.8
VALPARAISO UNIVERSITY		IIA	3	4	5	5	37.2	29.2	22.7	18.5	29.1	3	4	5	5	45.2	34.4	26.7	21.5	34.6
VINCENNES UNIVERSITY		III	4	4	4	4	30.6	25.2	21.4	18.5	24.5	4	4	4	4	37.7	31.8	26.4	22.8	30.4
WABASH COLLEGE		IIB	1	1	2		41.0	30.6	23.2	----	32.7	1	1	2		51.5	37.6	28.2	----	40.4
IOWA																				
BRIAR CLIFF COLLEGE		IIB	4	4	3	2	27.9	24.6	21.8	19.4	23.1	4	4	3	3	32.8	29.2	25.5	22.6	27.1
BUENA VISTA COLLEGE		IIB	1	2	1		36.8	29.0	25.4	----	28.8	2	2	2		42.9	33.5	29.3	----	33.3
CENTRAL UNIVERSITY OF IOWA		IIB	2	1	1	2	34.0	30.1	25.0	20.9	28.6	2	2	2	2	42.3	36.4	29.0	24.4	34.5
CLARKE COLLEGE		IIB	4	3	4	3	27.0	25.0	19.8	18.3	21.5	4	3	4	3	31.0	30.2	23.7	21.6	25.5
COE COLLEGE		IIB	2	3	4		33.9	25.7	20.6	----	26.8	2	3	4		40.6	30.9	24.7	----	32.2
CORNELL COLLEGE		IIB	2	2	2		34.5	27.6	23.4	----	29.2	2	2	2		44.1	33.5	28.1	----	36.4
DIVINE WORD COLLEGE		IIB			5			----	19.0	----	17.9			5			----	22.1	----	21.2
DORDT COLLEGE		IIB	4	3	3	1	29.2	26.0	22.4	21.4	25.2	3	2	2	1	39.1	34.3	29.1	28.4	33.4
DRAKE UNIVERSITY		IIA	5	5	5	2	32.6	27.0	23.0	21.6	28.5	5	5	5	4	39.1	32.2	27.0	24.8	33.9
GRACELAND COLLEGE		IIB	5	5	5		23.7	20.1	18.1	----	20.8	5	5	5		27.6	23.8	21.6	----	24.5
GRAND VIEW COLLEGE		IIB	4	4	4		27.7	23.8	20.6	----	23.0	4	3	3		34.4	30.1	25.5	----	28.7
GRINNELL COLLEGE		IIB	1	1	2		42.9	31.4	23.9	----	33.1	1*	1	2		53.4	38.2	29.6	----	40.9
IOWA CENTRAL COMMUNITY COLL.		III		4	2	3	----	25.2	26.2	20.0	22.3		5	3	4	----	29.4	30.5	23.8	26.3
IOWA STATE UNIVERSITY		I	4	5	4	5	41.5	31.2	26.3	18.7	32.3	4	4	4	5	50.6	38.5	32.5	23.5	39.7
IOWA WESLEYAN COLLEGE		IIB	5	5	5	5	19.7	17.1	15.6	14.8	17.0	5	5	5	5	23.3	20.4	18.7	16.5	20.1
IOWA WESTERN CMTY COLLEGE		III	5	5	5	4	27.9	22.7	20.1	18.3	21.6	5	5	5	5	32.5	26.6	23.6	21.6	25.3
LORAS COLLEGE		IIB	3	3	3	3	30.9	25.6	22.0	19.1	25.8	3	3	3	3	38.4	30.9	25.6	21.8	31.1
LUTHER COLLEGE		IIB	2	3	2	2	32.6	26.0	22.9	20.4	26.8	2	3	2	2	41.3	32.3	27.4	24.3	33.1
MARYCREST COLLEGE		IIB		4	3	3	----	24.5	22.2	19.2	22.4		4	3	3	----	28.4	25.6	22.0	25.9
MORNINGSIDE COLLEGE		IIB	4	4	4	4	26.7	22.2	19.9	17.7	22.3	4	4	4	4	33.7	27.2	24.0	20.8	27.4
MOUNT MERCY COLLEGE		IIB		4	3	4	----	22.1	22.2	17.4	21.7		5	3	4	----	25.7	25.4	20.0	25.0
NORTHWESTERN COLLEGE		IIB	4	3	3		27.9	24.9	21.7	----	23.5	4	3	3		34.7	31.4	25.5	----	28.6
OPEN BIBLE COLLEGE		IIC									----									----
PALMER C OF CHIROPRACTIC		IIC					32.7	27.1	22.9	18.6	24.6					39.0	32.3	27.2	22.2	29.4
ST. AMBROSE COLLEGE		IIB	3	2	1	1	32.0	29.2	26.1	21.4	27.9	3	2	1	2	37.6	35.9	31.8	24.5	33.6
SIMPSON COLLEGE		IIB	3	3	2	2	30.9	25.8	23.0	20.7	25.9	3	3	2	2	37.0	31.3	27.5	23.9	30.9
UNIVERSITY OF DUBUQUE		IIB	3	3	3	2	29.5	25.6	22.5	19.5	25.1	4	3	3	3	34.6	30.2	26.0	22.5	29.3
UNIVERSITY OF IOWA		I	3	3	3	1	43.9	33.2	28.2	27.4	36.8	3	3	3	1	53.1	41.6	34.8	33.7	45.0
UNIV OF NORTHERN IOWA		IIA	4	4	4	3	35.4	29.1	24.6	20.3	27.9	4	4	4	4	43.1	35.7	30.0	24.3	34.0
UPPER IOWA UNIVERSITY		IIB		5		5	----	17.9	----	13.7	16.4		5		5	----	21.0	----	15.4	19.2
VENNARD COLLEGE		IIB					----	----	----	----	15.8					----	----	----	----	18.9
WALDORF COLLEGE		III	5	5	5	5	25.4	22.4	19.8	17.1	21.4	5	5	5	5	31.1	27.8	24.0	20.9	26.2
WARTBURG COLLEGE		IIB	3	3	3		30.2	25.7	21.7		25.6	3	3	3		37.6	31.3	26.8		31.7
WARTBURG THEOL.SEMINARY		IIC					28.6	----	----		26.5					34.3	----	----		31.8
WESTMAR COLLEGE		IIB	5		5	3	23.4	----	19.1	18.6	19.0	5		5	3	27.5	----	22.6	22.0	23.4
WILLIAM PENN COLLEGE		IIB	5	5		5	22.2	19.8	----	14.4	18.9	5	5		4	26.6	24.9	----	19.6	23.8
KANSAS																				
BAKER UNIVERSITY		IIB	4	5	5		25.6	21.1	18.7	----	21.2	5	5	5		29.0	23.9	21.4	----	24.1
BENEDICTINE COLLEGE		IIB	4	4	4	4	27.0	22.5	19.3	17.6	21.9	5	4	5	4	29.3	27.5	21.4	19.4	24.7
BETHANY COLLEGE		IIB	4	4	4		28.9	24.5	20.5	----	24.3	3	3	4		35.3	30.1	24.9	----	29.7
BETHEL COLLEGE		IIB	4	3	4		27.6	24.9	19.7	----	24.3	4	3	4		33.2	29.8	23.0	----	28.9
CENTRAL BAPTIST THEOL SEM		IIC					----	----			----					----	----			----
EMPORIA STATE UNIVERSITY		IIA	5	4	3		32.9	28.5	25.0	----	28.7	5	5	4		38.6	33.6	29.5	----	33.8
FORT HAYS STATE UNIVERSITY		IIA	5	5	4	3	33.3	27.6	24.1	20.7	27.7	5	5	5	4	39.1	32.6	28.3	24.1	32.5
FRIENDS BIBLE COLLEGE		IIC					----	----	----	----	16.7					----	----	----	----	19.8
FRIENDS UNIVERSITY		IIB	5	5	5		23.1	20.4	19.1	----	20.3	5	5	4		27.2	24.6	22.7	----	24.1
KANSAS NEWMAN COLLEGE		IIB		5	5	5	----	21.0	17.5	15.8	18.4		5	5	5	----	23.2	19.2	17.4	20.4
KANSAS STATE UNIVERSITY		I	5	5	5	4	39.6	29.9	25.7	20.7	32.1	5	5	5	4	46.3	35.4	30.6	24.8	37.8
KANSAS TECHNICAL INSTITUTE	4	III	5		1		26.7	----	26.7	----	26.5	5		2		31.2	----	31.2	----	30.9
KANSAS WESLEYAN	44	IIB	5	5	5		20.8	16.8	15.0	----	17.0	5	5	5		24.5	19.9	17.0	----	19.9
MCPHERSON COLLEGE		IIB	4	5	5		25.6	21.3	19.1		21.4	4	5	4		31.0	25.9	23.5		26.2
MANHATTAN CHRISTIAN COLLEGE		IIC					----	----	----		18.0					----	----	----		21.5
MARYMOUNT COLLEGE OF KANSAS		IIB		5	5	5	----	18.7	16.2	14.3	17.1		5	5	5	----	21.1	18.3	15.9	19.3
MID-AMERICA NAZARENE COLLEGE		IIB	5	5	4	3	25.3	21.8	20.3	18.2	22.0	4	4	4	3	30.8	26.7	25.1	22.7	27.0
OTTAWA UNIVERSITY		IIB	5		5		24.5	----	18.7	----	21.1	5		5		28.6	----	21.9	----	24.5
PITTSBURG STATE UNIVERSITY		IIA	4	4	3	3	33.6	29.4	25.7	20.4	29.5	5	4	4	4	39.5	34.7	30.1	24.2	34.7
SAINT JOHN'S COLLEGE		IIB			5		----	----	18.5	----	18.6			4		----	----	23.2	----	23.0
SAINT MARY COLLEGE		IIB	5	4	5	5	24.3	22.2	18.3	15.5	20.4	5	5	5	5	26.5	25.5	20.0	17.0	22.5
SAINT MARY PLAINS COLLEGE		IIB			5	5	----	----	17.6	16.0	18.4			5	4	----	----	21.1	19.3	22.0
SOUTHWESTERN COLLEGE		IIB	4	5	4		25.7	21.1	20.4	----	22.0	4	5	4		30.7	25.1	24.2	----	26.1
STERLING COLLEGE		IIB		5	5		----	19.7	16.4	----	18.2		4	5		----	27.3	22.2	----	24.4
TABOR COLLEGE		IIB	5		5		24.1	----	18.6	----	19.8	4		4		30.6	----	22.7	----	24.6
UNIV. OF KANSAS MAIN CAMPUS		I	4	5	4	5	41.6	30.1	27.1	18.2	34.9	5	5	5	5	48.6	35.5	31.5	21.4	40.9
WASHBURN UNIVERSITY		IIA	2	2	4	2	40.2	31.8	24.4	22.1	31.0	3	3	5	3	47.2	37.3	28.2	25.7	36.2
WICHITA STATE UNIVERSITY		IIA	2	3	3	4	40.3	31.4	25.7	19.4	29.2	3	3	4	4	46.9	36.9	30.4	23.0	34.4
KENTUCKY																				
ALICE LLOYD COLLEGE		III			5	5	----	----	13.7	10.4	12.1			5	5	----	----	17.3	13.3	15.4
ASHBURY COLLEGE		IIB	4	4	5	5	26.8	22.3	19.1	16.0	22.0	4	4	5	5	32.4	26.9	22.6	18.7	26.4
ASBURY THEOLOGICAL SEM		IIC					34.0	29.4	----	----	30.1					39.3	34.0	----	----	34.8
BELLARMINE COLLEGE		IIC					34.0	29.7	22.9	----	28.5					41.4	35.3	26.7	----	34.1
BEREA COLLEGE		IIB	2	2	3	2	33.6	27.5	22.3	19.5	27.2	2	2	3	3	41.8	34.1	26.5	22.9	33.2
BRESCIA COLLEGE		IIB		4	3	4	----	23.9	21.1	16.9	21.1		4	4	4	----	27.9	24.8	19.3	24.5
CAMPBELLSVILLE COLLEGE		IIB	4	4	5	5	28.0	22.2	18.1	16.2	20.2	4	4	5	4	34.7	27.1	21.8	19.6	24.5

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	98.	90.	54.		5.0	5.6	4.8	----	49	49	24	1	8	13	37	2	33.8	28.6	26.0	----	31.5	27.3	23.2	----
22.	ALL	88.	4.		9.8	7.7	9.6		197	150	122	5	7	8	36	1	52.0	38.4	32.1	----	51.4	39.0	28.6	----
19.	98.	86.	25.	6.	6.4	6.6	6.2	6.7	61	72	26	8	3	12	30	8	----	29.8	23.5	19.5	----	26.0	22.0	17.5
24.	99.	87.	16.		8.0	8.8	9.3	10.2	54	49	70	15	22	28	37	15	31.1	25.8	22.5	19.6	29.5	24.0	19.2	17.5
24.	ALL	ALL			5.4	5.2	7.4		32	15	18	2		3	3	1	----	----	----	----		----	----	----
17.	ALL	78.							10	7	16	5	1	2	9	5	----	----	21.4	----	----	----	22.6	----
16.	ALL	81.	9.		5.3	6.4	6.2	----	11	19	19		1	2	4	2	----	----	----		----	----	----	----
20.	ALL	ALL	32.		11.8	11.6	12.5	12.7	19	15	14	2	2	7	11	5	----	30.3	25.6	----	----	29.6	24.2	----
19.	ALL	42.	26.		----	4.8	7.2	4.7	1	5	5	3	6	7	14	13	----	----	----	----	----	----	----	----
20.	ALL	96.	26.		5.8	5.7	6.0	----	23	24	13	1	2	4	6	2	----	----	20.6	----	----	----	20.7	----
25.	ALL	ALL			8.4	8.2	7.8		29	7	15		4	3	8	2	----	----	23.9		----	----	22.4	----
19.										1	4			2	2	4		----	----			----	----	----
33.	92.	57.	14.		3.8	4.9	4.4	5.9	22	12	13	16	2	2	1	2	----	----	----	----	----	----	----	----
19.	98.	85.	15.		5.8	6.2	7.0	7.9	105	49	25	6	4	16	23	7	----	28.1	24.8	19.5	----	23.8	21.0	23.5
18.	ALL	65.	26.		0.0	0.1	0.9	----	20	13	12	2	6	7	7		23.4	20.5	18.5	----	24.7	19.4	17.4	
24.	ALL	80.	4.						14	9	7	1	3	6	21	2	----	24.6	20.0	----	----	22.6	20.8	----
23.	ALL	97.			7.4	12.3	10.2	----	37	25	20	1		9	8	3	----	31.8	23.7	----		30.5	24.4	----
18.									5	8	11	23		1		13	----	----	----	22.7		----		15.3
23.	ALL	95.	22.	1.	1.6	2.8	3.0	4.2	478	267	247	73	34	67	107	91	41.6	31.9	27.3	19.3	39.5	28.6	23.9	18.2
18.	ALL	93.	43.		0.0	0.0	0.0	----	6	10	5	2	2	5	2	4	----	----	----	----	----	----	----	----
17.	ALL	ALL	ALL	66.					17	19	20	19	2	8	9	13	----	23.3	20.7	19.1	----	21.2	18.7	17.2
21.	97.	63.	6.		8.2	10.2	14.0	12.5	36	27	25	4	2	5	8	5	----	----	22.1	----	----	----	21.6	----
24.	98.	83.	26.		7.0	7.2	6.8	7.3	54	15	21	12	4	8	13	17	----	25.9	23.1	21.0	----	26.0	22.7	20.0
15.		92.	29.							7	11	3	1	5	6	5		----	22.6	----	----	----	21.3	----
23.	89.	78.	11.		4.0	5.1	5.7	4.3	18	17	11	3		1	7	4	----	----	20.1	----		----	19.6	----
15.		64.	48.						1	8	15	3	3	3	18	5	----	----	22.8	----	----	----	21.8	----
22.	93.	92.	25.						14	13	18	3			6	1	----	----	22.2	----			20.5	----
---																								
19.	ALL	ALL	ALL	ALL					16	28	15	20	4	2	7	5	----	----	23.7	----	----	----	21.1	----
20.	73.	90.	52.		3.2	4.9	4.0	----	14	17	19	4	1	3	6	3	----	----	26.5	----	----	----	24.8	----
19.	ALL	93.	50.		9.7	8.2	8.1	8.9	21	11	4	8		4	6	6	----	----	----	21.7		----	----	19.5
17.	88.	47.	20.						15	11	9	5	2	4	6	3	----	----	24.0	----	----	----	20.1	----
23.	ALL	94.	8.		1.5	2.8	4.7	5.9	432	230	159	9	36	68	92	5	44.3	33.9	29.9	----	39.1	30.6	25.3	----
22.	99.	94.	50.	1.	1.9	2.1	2.4	2.5	122	121	133	35	13	39	64	40	35.6	29.6	25.2	20.8	33.4	27.9	23.4	19.9
17.		89.							5	7	2	5		2	1	3	----	----	----	----		----	----	----
19.									2		2			1	2	2	----		----			----	----	----
22.	ALL	57.	11.						8	6	6	3		1	3	3	----	----	----	----		----	----	----
24.	ALL	85.	36.						22	8	16		2	5	12		----	----	23.4		----	----	19.4	
20.	ALL				4.4	----	----		6	3	3			1			----	----	----			----		
18.	ALL				0.0	----	----	0.0	6	1	10	8		2		1	----	----	----	----		----		----
26.	86.	82.		57.	5.7	2.6	----	----	6	9	3	4	1	2	2	3	----	----	----	----	----	----	----	----
14.	91.	88.	19.						10	13	10		1	3	6	1	----	----	19.0		----	----	18.1	----
13.	ALL	ALL	40.	10.	4.8	4.6	2.5	4.0	12	12	11	8	5	2	9	2	----	----	20.1	----	----	----	18.3	----
22.	93.	71.	27.		5.4	8.7	9.7	----	15	14	11	3		3	4	1	----	----	----	----		----	----	----
19.	94.	67.	8.						16	10	5	1	1	5	8		----	----	----	----	----	----	----	
---									2	2							----	----						
18.	ALL	87.	16.						69	62	30		12	15	13	2	32.8	28.7	25.5		33.5	27.7	23.9	----
18.	98.	94.	33.		5.1	4.9	6.3	5.8	56	50	38	15	10	13	17	10	33.5	28.0	24.6	20.8	31.8	26.1	23.0	20.7
18.									1		3	3		1	1		----		----	----		----	----	
19.	53.	29.	18.						13	7	12	2	2		10	2	----	----	19.7	----	----		18.3	----
11.		36.							3	6	4	2	1	5	7	10	----	----	----	----	----	----	----	----
18.	93.	76.	24.	6.	5.1	5.2	5.9	6.0	330	211	153	34	19	40	45	38	39.8	30.2	26.3	21.2	35.6	28.4	23.9	20.2
17.									6	5	21	2			2		----	----	----	----			----	
17.	ALL	92.			2.3	4.2	1.9		7	7	6	1		6	2	2	----	17.1	----	----		16.4	----	----
22.	ALL	55.	13.		5.1	18.4	12.6		7	8	12		2	3	3		----	----	----		----	----	----	
20.					----	----	----		4	3	1			2	1		----	----	----			----	----	
13.		8.							2	5	9	3	1	8	6	6	----	----	16.4	----	----	----	15.9	----
23.	12.								15	5	7	5	2	3	10	2	----	----	21.7	----	----	----	19.4	----
16.	ALL		6.		5.4	----	5.7		10	4	10	1	1	1	6		----	----	18.6	----	----	----	18.9	
18.	ALL	91.	21.		6.6	7.1	5.7	7.1	72	60	33	16	12	22	9	2	33.7	30.3	26.6	----	32.9	26.8	22.2	----
24.			8.						1	5	7	1			5	2	----	----	----	----			----	----
11.	30.	57.			11.2	7.1	6.4	5.7	2	2	1	3	8	5	8	4	----	----	----	----	----	----	----	----
20.									4	4	8	8	1	1	1	2	----	----	----	----	----	----	----	----
19.	ALL	50.			6.7	5.4	9.2	----	11	12	11	3	3		5		----	----	----	----	----		----	
34.									4	5	9	2		1	2		----	----	----	----		----	----	
24.	86.				5.6	----	5.7	----	7	4	8	4		1	5	1	----	----	----	----		----	----	----
17.	99.	93.	14.	10.	5.2	5.8	6.6	4.6	442	236	104	20	31	74	43	11	41.9	30.7	28.4	18.3	37.3	28.1	23.9	18.1
17.	99.	77.	28.	4.					60	32	35	9	9	12	36	15	40.3	32.3	24.8	33.9	39.7	30.5	24.0	15.1
18.	97.	91.	39.		4.1	5.4	5.3	5.8	98	116	120	18	3	24	82	34	----	31.6	26.3	20.9	----	30.3	24.8	18.6
27.									2	4	5	14	1		2	6	----	----	----	11.1	----		----	8.7
20.	ALL	88.			2.5	3.3	4.4	----	19	19	14	5	2	5	6	3	----	----	19.4	----	----	----	18.1	----
16.	95.	36.							19	14	3	3					----	----	----	----				
20.	97.	63.	11.		4.5	5.7	6.0		27	13	13	1	10	3	22	2	35.2	----	23.7	----	31.0	----	22.3	----
22.	92.	87.	22.		4.8	5.1	5.5	5.3	33	22	21	2	3	8	15	7	----	27.2	22.5	----	----	28.5	22.1	----
16.		ALL	15.						1	8	9	3		1	4	5	----	----	----	----		----	----	----
22.	ALL	ALL	53.						5	11	12	4	1		3	6	----	----	----	----	----		----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
K E N T U C K Y(CONTD)																				
CENTRE COLLEGE OF KY.		IIB	2	2	3		34.2	27.7	22.4	----	27.6	2	2	3		42.4	34.4	26.4	----	33.8
CUMBERLAND COLLEGE		IIB	5	5	5	5	22.4	17.8	16.6	15.5	18.0	5	5	5	4	27.5	22.3	21.0	19.6	22.5
EASTERN KENTUCKY UNIVERSITY		IIA	5	5	5	4	32.0	27.6	23.2	19.2	27.3	5	5	5	4	38.5	33.3	28.1	23.4	32.9
GEORGETOWN COLLEGE		IIB	4	4	4		28.1	24.1	20.8	----	24.3	4	4	4		32.7	28.6	24.8	----	28.6
KENTUCKY CHRISTIAN COLLEGE		IIC					12.6	----	----		14.1					22.2	----	----		23.7
KENTUCKY STATE UNIVERSITY		IIB	3	3	3	2	29.7	24.9	22.1	20.0	23.5	4	4	3	2	35.0	29.4	26.1	23.7	27.8
KENTUCKY WESLEYAN COLLEGE		IIB	3	3	4	4	29.6	25.9	20.9	16.7	24.4	3	3	4	4	35.4	31.6	24.7	20.2	29.3
LEES COLLEGE		III			5		----	----	16.6		17.7			5		----	----	19.3		20.5
LEXINGTON THEOL SEMINARY		IIC					28.0	----			27.4					34.0	----			33.5
LOUISVILLE PRESB.THEOL.SEM.		IIC					37.0	----	----		35.6					46.2	----	----		44.2
MOREHEAD STATE UNIVERSITY		IIA	5	5	4	4	32.6	27.0	23.4	19.0	27.0	5	5	4	4	39.4	32.7	28.5	23.2	32.8
MURRAY STATE UNIVERSITY	11	IIA	5	4	4	3	32.6	28.0	23.8	20.4	27.1	4	4	4	3	40.3	34.9	29.9	25.9	33.8
NORTHERN KENTUCKY UNIVERSITY	45	IIB	2	2	2	1	35.1	28.6	22.9	22.0	26.9	2	2	2	2	43.2	35.3	28.0	24.9	32.9
PIKEVILLE COLLEGE		IIB		5	4	4	----	20.4	19.3	16.3	19.3		5	5	5	----	23.2	21.6	17.8	21.6
SPALDING UNIVERSITY		IIB	4	5	4	4	25.9	20.8	21.0	16.7	21.2	5	5	4	5	28.4	23.1	23.7	18.5	23.5
THOMAS MORE COLLEGE		IIB	5	5	5		25.0	20.3	18.5	----	20.0	4	5	5		30.7	25.5	21.8	----	24.2
TRANSYLVANIA UNIVERSITY		IIB	3	3	2		31.7	26.1	24.2	----	27.1	3	3	2		38.1	31.2	29.0	----	32.6
UNION COLLEGE		IIA	5	5	5		21.6	18.1	17.2	----	18.2	5	5	5		27.1	21.8	20.3	----	22.0
UNIVERSITY OF KENTUCKY		I	4	4	4	1	42.4	31.7	26.7	25.2	34.6	4	5	4	1	50.1	37.8	31.9	30.2	41.1
UNIV. OF KY.-COMM.COLLEGES		III	5	5	5	4	28.0	23.6	19.4	18.7	22.2	5	5	5	4	33.4	28.3	23.3	22.5	26.6
UNIVERSITY OF LOUISVILLE		I	4	5	5	4	40.3	30.1	25.3	19.8	32.8	5	5	5	5	48.5	36.6	30.0	22.7	39.4
WESTERN KENTUCKY UNIVERSITY		IIA	4	5	4	4	33.6	27.7	23.9	19.3	28.9	4	4	4	4	40.8	33.8	29.3	23.8	35.3
L O U I S I A N A																				
CENTENARY COLLEGE OF LA.		IIB	3	2	3	4	30.9	27.5	21.6	16.3	25.1	3	2	3	4	37.4	34.2	25.4	19.4	30.2
DELGADO COMMUNITY COLLEGE		III	3	2	2	2	33.0	29.9	25.8	21.5	26.2	4	4	3	4	37.6	33.8	29.2	24.5	29.7
DILLARD UNIVERSITY		IIB	4	4	4	3	29.2	23.4	20.9	18.7	21.9	4	4	4	3	33.7	27.3	24.5	22.1	25.6
GRAMBLING STATE UNIVERSITY	1	IIA	5	5	4	4	29.1	27.7	24.2	19.1	25.2	5	5	5	5	32.5	31.0	27.3	22.3	28.4
LOUISIANA COLLEGE		IIB	4	3	2		28.4	25.2	22.9	----	25.3	3	3	2		35.1	31.2	28.2	----	31.3
LA STATE U AND A&M C	47	I	4	5	4	5	41.9	31.2	26.3	19.5	31.6	5	5	5	5	47.4	35.5	30.0	22.5	35.9
LA STATE U ALEXANDRIA		III	4	4	4	4	28.9	24.6	21.0	18.5	23.2	5	5	5	5	33.0	28.2	24.2	21.4	26.6
LA STATE U EUNICE		III		4	4	3	----	25.2	22.8	20.8	23.3		5	5	4	----	29.5	25.7	23.2	26.4
LA STATE U SHREVEPORT		IIB	3	2	2	1	32.5	29.7	24.1	21.9	27.7	3	2	2	2	36.7	33.6	27.4	24.9	31.4
LOUISIANA TECH UNIVERSITY		IIA	4	4	4	3	34.1	28.2	24.6	20.9	28.9	5	5	5	4	39.2	32.3	28.2	23.9	33.2
LOYOLA UNIV. IN NEW ORLEANS		IIA	2	1	2	1	42.0	33.8	27.4	23.4	33.3	2	2	2	1	51.8	40.8	33.6	31.1	40.8
MCNEESE STATE UNIVERSITY		IIA	5	3	3	2	33.2	30.5	25.7	21.7	28.0	5	4	4	3	38.3	35.3	29.9	25.3	32.5
NICHOLLS STATE UNIVERSITY		IIA	5	4	4	3	32.8	29.1	24.5	21.2	26.3	5	5	5	4	37.2	33.0	27.9	24.3	30.0
NORTHEAST LOUISIANA UNIV.		IIA	4	4	4	5	35.1	29.6	24.3	18.7	26.3	5	5	5	5	39.5	33.4	27.3	20.8	29.5
NORTHWESTERN STATE UNIV.		IIA	5	5	5	5	30.2	25.5	21.8	18.3	24.5	5	5	5	5	34.1	29.1	24.8	21.1	27.9
NOTRE DAME SEM.SCH. OF THEOL	PNA	IIC																		
OUR LADY OF HOLY CROSS COLL.		IIB		4	5	1	----	22.7	18.8	23.0	20.7		4	5	1	----	26.3	21.9	26.5	24.0
SOUTHEASTERN LOUISIANA UNIV	1	IIA	5	4	3	4	32.2	29.3	25.0	20.0	27.3	5	5	5	5	35.8	32.7	27.9	21.8	30.3
SOUTHERN UNIV. A&M C.-MAIN		IIA	5	5	4	4	32.8	27.7	23.6	19.8	26.1	5	5	5	5	36.8	31.2	26.6	22.4	29.5
STHN U SHREVEPORT-BOSSIER		III		4	3	2	----	25.9	23.7	21.4	22.7		5	4	4	----	29.2	26.8	24.2	25.7
SOUTHERN UNIV.IN NEW ORLEANS	1	IIB	3	2	2		30.6	27.7	24.1	----	25.9	4	3	3		34.4	31.2	27.2	----	29.2
TULANE UNIVERSITY OF LA.		I	3	2	3	4	45.0	35.2	28.1	19.7	36.4	3	2	4	5	57.3	43.9	33.3	23.7	45.3
UNIVERSITY OF NEW ORLEANS		IIA	3	4	4	5	37.6	29.8	24.0	18.5	28.6	4	4	5	5	42.6	33.9	27.4	21.3	32.5
UNIV. SOUTHWESTERN LOUISIANA		IIA	3	3	3	3	37.3	30.7	25.8	21.0	28.9	4	4	4	4	42.3	34.9	29.3	23.7	32.8
XAVIER UNIVERSITY OF LA		IIB	4	4	4	4	26.5	23.3	20.2	17.3	21.6	5	4	4	4	29.9	26.4	23.0	19.8	24.5
M A I N E																				
BANGOR THEOLOGICAL SEMINARY		IIC					----	----	----		30.6					----	----	----		35.3
BATES COLLEGE		IIB	1*	1*	1	1*	43.6	34.0	25.3	23.9	33.2	1*	1*	1	1	53.2	41.8	30.0	27.5	40.2
BOWDOIN COLLEGE		IIB	1*	1*	1	1	46.7	34.4	26.6	21.8	34.9	1*	1*	1	2	57.4	42.6	31.6	24.9	42.5
COLBY COLLEGE		IIB	1*	1	1	1	46.2	31.7	24.5	23.0	34.0	1*	1	2	1	56.8	38.1	28.5	26.0	40.9
HUSSON COLLEGE		IIC					30.7	27.2	25.5	----	26.9					36.2	32.0	29.9	----	31.5
MAINE MARITIME ACADEMY		IIC					30.0	26.3	22.2	----	24.7					36.8	32.5	27.6	----	30.6
SAINT JOSEPH'S COLLEGE		IIC					----	----	18.2	----	18.8					----	----	21.3	----	22.0
THOMAS COLLEGE		IIC					----	----	23.0		24.3					----	----	26.7		28.3
UNITY COLLEGE		IIB	5		5		19.9	----	17.5	----	18.4	5		5		23.3	----	20.6	----	21.7
UNIV MAINE AT AUGUSTA		III	4	5	5		30.5	23.5	19.6	----	25.2	4	5	5		37.4	29.2	24.6	----	31.1
UNIV MAINE AT FARMINGTON		IIC					33.7	27.3	21.4	----	27.7					41.4	33.6	26.4	----	34.1
UNIV MAINE AT FORT KENT		IIB		3	3		----	26.1	22.1	----	22.8		3	3		----	32.0	27.2	----	28.2
UNIV MAINE AT MACHIAS		IIB	3	3	4		32.5	26.2	20.0		25.3	2	3	4		39.4	32.1	25.1		31.1
UNIV MAINE AT ORONO		IIA	3	4	4	5	38.3	29.2	23.8	17.5	29.8	3	4	4	5	46.3	35.7	29.0	21.3	36.2
UNIV MAINE AT PRESQUE ISLE		IIB	3	2	4		32.3	27.4	20.9	----	25.4	2	2	3		39.6	33.3	26.0	----	31.1
UNIVERSITY OF NEW ENGLAND		IIB	4	4	4	4	26.8	24.4	20.3	17.1	22.1	4	4	4	5	31.2	28.0	23.5	19.0	25.5
UNIVERSITY OF SOUTHERN MAINE		IIA	3	4	4	5	36.9	29.7	24.4	17.2	29.0	3	4	4	5	45.0	36.3	29.9	20.9	35.5
M A R Y L A N D																				
ALLEGANY CMTY COLLEGE		III	4	5	4	4	29.3	24.3	21.0	18.8	22.4	3	4	4	3	39.1	32.5	28.0	25.1	29.9
ANNE ARUNDEL COMMUNITY COLL.		III	1	1	2	1	38.4	33.3	26.5	22.7	31.7	1*	1	1	2	50.3	43.1	33.2	27.8	40.7
BOWIE STATE COLLEGE		IIB	1	1	1		37.4	32.9	26.1	----	31.1	1	1*	1*		47.5	42.0	33.7	----	39.8
CAPITOL INST. OF TECHNOLOGY		IIC					----	----	22.9		25.1					----	----	26.5		29.2
CATONSVILLE COMMUNITY COLL.		III	1*	1	1	1	40.7	33.6	27.7	22.8	32.7	1*	1*	1	1	52.5	43.7	36.4	30.4	42.6
CECIL COMMUNITY COLLEGE		III	3	3	3	5	32.2	27.2	23.4	17.4	23.5	3	4	3	5	40.9	33.3	29.6	21.3	29.4
CHARLES CO CMTY COLLEGE	48	III	2	1	3	4	35.0	32.0	24.3	17.9	27.0	3	3	4	5	39.7	36.4	28.1	21.1	31.0
CHESAPEAKE COLLEGE		III		4	4		----	25.6	21.8	----	22.9		4	4		----	33.1	28.3	----	29.7
COLLEGE OF NOTRE DAME MD		IIB	4	3	2		28.7	25.0	22.9	----	24.5	4	4	3		32.3	28.2	25.9	----	27.6
COLUMBIA UNION COLLEGE		IIB	5	5	5	4	21.4	18.8	18.7	16.9	19.0	5	5	5	4	25.7	22.4	22.0	19.6	22.5
COMMUNITY COLL. OF BALTIMORE		III	2	3	3	3	34.0	28.3	24.1	20.6	26.4	2	2	2	2	45.4	38.3	32.5	28.0	35.6
COPPIN STATE COLLEGE		IIB	1	1	1	2	38.7	31.1	25.9	20.2	30.2	1	1	1*	1	49.5	40.0	33.5	26.4	38.9

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	ALL	95.	11.		7.7	8.8	9.3	----	15	21	13	1	2	1	6	1	----	----	22.6	----	----	----	22.0	----
25.	74.	73.	55.						16	19	26	5	3	7	14	10	----	18.4	17.0	----	----	16.1	15.7	----
21.	97.	79.	48.						177	112	82	11	43	35	107	30	32.3	27.9	24.2	18.9	31.0	26.8	22.4	19.4
17.	96.	87.	41.		5.7	6.8	6.0	----	19	12	8	2	7	3	9	3	29.0	----	21.0	----	25.8	----	20.5	----
67.									7	3			1	2	2		----	----			----	----	----	
18.	89.	75.	35.		1.8	3.6	4.8	5.3	16	18	32	4	3	6	22	13	----	25.7	23.1	----	----	22.4	20.6	----
20.	94.	93.	54.		4.1	5.0	6.4	----	15	12	7	4	1	3	6	4	----	----	22.2	----	----	----	19.3	----
16.			29.						4	3	3		1	1	4		----	----	----		----	----	----	
22.	90.								10					1			----					----		
24.	ALL								7	1			1		1		----	----			----		----	
21.	93.	85.	47.	14.					95	53	50	11	6	14	41	17	32.8	27.4	23.8	19.5	28.8	25.3	23.0	18.7
25.	98.	89.	24.		4.4	4.2	4.4	4.8	91	95	66	13	6	16	36	9	32.8	28.0	24.2	21.3	29.8	27.7	23.0	19.0
22.	98.	98.	22.		3.2	4.8	3.9	----	36	79	37	4	6	24	45	2	35.6	29.2	22.9	----	31.7	26.7	23.0	----
12.					----	7.0	7.3	----	3	7	5	4	1	1	12	2	----	----	----	----	----	----	----	----
11.	69.	95.	7.		11.9	9.9	6.7	7.0	4	4	6	1	9	15	8	10	----	----	21.3	----	----	----	20.8	----
21.	ALL	89.	21.		6.9	6.3	1.5	----	7	16	5	2		3	14	2	----	----	----	----		----	----	----
20.	ALL	75.	25.		8.9	8.0	8.4	----	16	12	10	4	3	4	6	1	----	----	25.5	----	----	----	22.0	----
21.	78.	60.	12.						7	6	11	3	2	4	6	1	----	----	17.9	----	----	----	15.8	----
19.	ALL	99.	5.		8.3	7.2	9.7	9.8	441	332	204	11	28	83	82	8	42.5	32.0	27.6	26.7	40.0	30.5	24.5	23.2
20.	ALL	ALL			7.8	8.7	11.1	8.5	60	110	65	53	42	125	97	74	28.3	23.9	19.9	18.8	27.5	23.4	19.1	18.6
20.	98.	81.	7.	13.	5.4	5.6	11.5	13.4	244	155	84	7	19	54	57	17	40.6	31.1	26.5	20.6	37.3	27.3	23.4	19.4
22.	97.	ALL	48.	3.	3.3	3.4	3.5	3.1	209	106	74	11	22	44	39	22	33.7	28.4	24.7	19.6	32.2	26.0	22.3	19.1
20.	96.	78.	5.						22	9	16	6	2		5	4	----	----	----	----	----		----	----
13.	ALL	93.	77.						9	34	28	30	2	12	24	18	----	30.0	26.3	21.7	----	29.6	25.2	21.2
17.									4	10	17	3	2	15	27	8	----	24.0	21.8	----	----	23.0	20.4	----
13.	90.	78.	35.	17.	1.6	3.1	2.0	6.1	36	30	55	15	14	10	57	15	29.2	27.8	24.8	19.7	28.9	27.4	23.6	18.5
23.	88.	85.	21.		3.6	5.9	5.2	----	19	8	11	1	5	5	8	3	----	----	23.2	----	----	----	22.5	----
14.	97.	91.	4.		0.6	0.7	1.3	0.3	443	342	322	113	27	58	93	95	42.1	31.4	26.8	20.0	39.0	30.1	24.5	19.0
15.	ALL	ALL	37.	9.	0.0	1.1	1.6	0.6	12	11	10	6	3	9	17	5	----	24.9	21.2	----	----	24.1	20.9	----
13.		44.	21.		----	0.5	0.2	2.3	4	6	19	6		3	9	6	----	----	23.3	21.7		----	21.8	19.9
13.	97.	73.	49.		-0.0	0.9	1.4	2.5	34	39	22	7	5	6	23	12	----	29.8	24.5	22.4	----	28.8	23.6	21.6
15.	99.	92.	45.		0.0	0.3	0.6	0.5	131	100	69	10	9	35	40	10	34.2	28.9	25.8	23.0	32.0	26.0	22.5	18.8
22.	76.	76.	19.						40	78	38	6	9	17	24	4	42.2	33.9	28.1	----	41.6	32.9	26.2	----
16.	92.	65.	39.	2.					55	60	65	23	6	18	27	23	33.3	30.9	26.2	22.1	31.8	29.2	24.5	21.2
14.	ALL	84.	62.		3.7	5.5	5.3	4.6	31	44	32	22	9	24	34	19	32.5	30.0	25.3	21.3	33.8	27.6	23.8	21.0
12.	99.	91.	38.		0.3	0.7	1.1	1.2	62	80	79	33	7	16	46	58	35.2	30.5	25.9	19.9	34.0	25.2	21.6	18.0
14.	95.	84.	29.	9.					67	39	35	17	16	19	50	30	30.6	26.1	23.1	17.7	28.6	24.4	20.8	18.7
16.									1	5	3	1	1	4	13	5	----	----	----	----	----	----	----	----
11.	97.	92.	41.						58	68	42	12	9	16	54	28	32.4	29.4	25.9	19.5	30.7	28.9	24.3	20.2
13.	90.	72.	59.	22.					101	84	94	18	30	41	126	37	33.2	28.1	25.0	20.7	31.5	26.9	22.5	19.3
13.		ALL	ALL	14.					1	3	7	12		3	8	17	----	----	23.7	21.3		----	23.7	21.4
13.	95.	73.	49.						17	15	41		3	11	29	3	----	27.8	24.4		----	27.5	23.7	----
24.	99.	81.	10.	8.	10.1	10.3	11.3	9.9	145	109	86	10	10	26	30	3	45.7	36.1	28.6	----	34.6	31.5	26.5	----
14.	94.	87.	9.		0.2	0.7	1.3	0.2	124	119	64	48	23	28	37	56	38.1	30.1	24.8	18.8	34.9	28.8	22.6	18.3
13.	93.	79.	32.	5.	1.6	1.6	1.1	0.6	111	135	99	44	19	33	60	67	37.9	31.0	26.2	21.4	34.0	29.2	25.0	20.8
13.	95.	67.							13	23	23	10	9	10	21	14	26.7	23.9	20.9	16.6	26.2	22.0	19.6	17.8
15.					----	----	----		4	1	1			1			----	----	----			----		
21.	ALL	90.	9.		7.0	7.4	7.5	----	29	25	21	1	1	5	13	6	----	----	25.9	----	----	----	24.3	----
22.	ALL	96.			7.2	7.0	8.4	8.7	37	20	23	6	1	4	16	2	----	----	27.3	----	----	----	25.4	----
20.	ALL	70.			6.5	6.7	8.3	----	36	28	23	7	5	9	8	3	----	32.0	25.0	----	----	31.0	23.1	----
17.	ALL	58.							5	8	3	1	4	4	10	4	----	----	----	----	----	----	----	----
24.									7	15	17	1		2	1	1	----	----	----	----		----	----	----
17.			26.						1	2	9		1	2	14	2	----	----	18.2		----	----	18.3	----
16.									4	2	5			2	3		----	----	----			----	----	
18.									5	4	8		1	1	5	1	----	----	----		----	----	----	----
23.	ALL	82.			6.2	7.4	9.0	----	24	7	5		3	4	8	5	----	----	----		----	----	----	----
23.	ALL	73.	10.		6.2	7.0	7.9	----	31	26	11		4	4	9	3	----	----	21.7		----	----	20.9	----
23.		63.			----	6.4	6.2	6.6	2	7	5	3	1	1	8	2	----	----	----	----	----	----	----	----
23.	ALL	94.			5.2	-1.3	7.9		6	8	10		1	8	2		----	28.2	----		----	24.2	----	
22.	ALL	92.	5.	4.	5.6	7.2	7.2	9.1	144	115	79	11	3	30	53	15	----	29.8	25.1	17.2	----	26.9	22.0	17.6
23.	ALL	ALL	14.		6.2	8.0	6.9	----	14	10	16	1	3	2	6	2	----	----	21.5	----	----	----	19.5	----
15.	ALL	59.	4.						6	14	14			8	12	6	----	24.0	20.2			25.1	20.4	----
22.	91.	87.	10.		5.7	6.9	8.6	9.0	53	86	30	3	5	34	31	17	----	30.1	26.2	----	----	28.6	22.7	----
34.	ALL	92.	63.	73.					11	8	14	5	3	5	16	10	----	----	21.5	----	----	----	20.5	----
28.	ALL	98.	39.	5.	8.3	10.3	13.8	12.1	38	42	22	9	10	20	24	12	38.6	33.4	25.7	23.2	37.9	33.1	27.2	22.4
28.	83.	76.	38.						21	16	22	1	9	9	18	2	37.9	33.5	25.9	----	36.0	31.9	26.4	----
16.					----	----	7.0		4	5	6				2		----	----	----				----	
30.	ALL	99.	67.						37	50	25	9	11	26	38	5	40.6	34.0	28.2	----	40.8	32.7	27.4	----
25.	75.	43.	33.	11.	6.5	7.2	6.0	----	5	3	5	5	3	4	10	4	----	----	----	----	----	----	----	----
15.	85.	ALL	25.						11	5	13	3	2	3	7	7	----	----	25.7	----	----	----	21.7	----
30.		40.	33.						2	8	6	2	2	2	6	3	----	----	21.3	----	----	----	22.3	----
13.	75.	21.							3	3	8	1	5	11	10	3	----	----	22.2	----	----	----	23.5	----
18.									9	9	13	4	3	7	18	3	----	17.0	18.2	----	----	21.1	19.1	----
35.	ALL	90.	54.	32.					25	21	20	6	11	10	28	16	34.4	28.7	24.1	20.8	33.0	27.4	24.0	20.5
29.	93.	69.	53.	9.					19	17	14	5	11	15	26	6	39.0	30.8	26.3	----	38.1	31.4	25.7	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND(CONTD)																				
DUNDALK COMMUNITY COLLEGE		III	2	1	1	2	36.3	31.6	27.4	21.9	29.8	3	2	2	3	41.7	36.6	31.9	25.8	34.5
EASTERN CHRISTIAN COLLEGE		IIC					----	----	----	----	----					----	----	----	----	----
ESSEX COMMUNITY COLLEGE	49	III	1*	1	1	2	40.9	32.3	27.4	21.7	32.8	1*	1	1	1	53.0	42.2	36.0	28.9	42.9
FREDERICK COMMUNITY COLLEGE		III	2	3	4	4	36.5	27.3	21.5	18.8	25.1	1	3	4	4	45.7	34.4	27.4	24.1	31.8
FROSTBURG STATE COLLEGE		IIA	3	4	3	2	37.5	29.9	26.0	21.8	30.2	2	2	2	1	48.4	39.0	34.2	29.1	39.4
GARRETT COMMUNITY COLLEGE	4	III				5	----	----	----	15.4	20.0				5	----	----	----	20.4	26.6
GOUCHER COLLEGE		IIB	2	3	3	3	34.8	26.7	22.0	17.8	26.6	2	2	2	3	44.1	34.0	27.9	22.7	33.7
HAGERSTOWN JUNIOR COLLEGE	4	IIC					30.3	24.8	21.6	----	26.5					34.4	28.6	24.7	----	30.2
HARFORD COMMUNITY COLLEGE	4	IIC					37.0	32.8	27.4	21.3	30.2					47.8	42.5	35.7	28.1	39.2
HOOD COLLEGE		IIA	5	5	5	5	33.4	26.6	22.3	18.2	25.9	4	5	5	5	40.6	32.2	27.1	20.9	31.3
HOWARD COMMUNITY COLLEGE		III	1	1	2	3	39.3	33.9	26.5	20.2	28.1	1*	1	1	2	51.4	43.4	34.3	26.6	36.5
JOHNS HOPKINS UNIVERSITY		I	1	1*	1	1	56.0	38.9	31.4	28.3	44.1	1	1*	1	1	68.4	47.8	37.3	33.7	53.7
LOYOLA COLLEGE		IIA	2	1*	1		41.1	35.4	28.8	----	33.6	2	1	2		49.7	42.0	33.5	----	39.7
MARYLAND C ART AND DESIGN		III					----	----	----	----	----					----	----	----	----	----
MARYLAND INST.COLLEGE OF ART		IIC									25.2									30.6
MONTGOMERY COLL-GERMANTOWN		III	2	4			34.2	25.7	----	----	30.1	2	4			44.3	33.9	----	----	39.2
MONTGOMERY COLL-ROCKVILLE		III	1	2	2	2	37.3	30.7	25.7	21.2	33.8	1	1	1	1	48.9	40.6	34.4	28.7	44.6
MONTGOMERY COLL-TAKOMA PARK		III	1	2	2		38.0	29.9	24.8	----	31.9	1	2	2		48.6	38.6	32.2	----	41.1
MORGAN STATE UNIVERSITY		IIA	1	1	1	1	43.9	34.4	28.3	23.7	33.3	1*	1*	1*	1	56.9	44.9	37.2	31.2	43.5
MOUNT SAINT MARY'S COLLEGE		IIB	2	2	3		34.5	28.2	22.2	----	25.9	2	2	3		42.3	34.4	26.0	----	31.2
PEABODY INSTITUTE OF THE JHU	50	IIC					36.7				36.7					45.1				45.1
PRINCE GEORGE'S COMM.COLLEGE		III	1	1	2	3	37.8	32.6	26.2	20.7	33.7	1	1	1	3	47.4	41.0	33.2	26.4	42.4
SAINT JOHN'S C MAIN CAMPUS		IIB									27.6									36.6
ST.MARY'S COLL.OF MARYLAND		IIB	1	1	2		38.5	30.4	23.7	----	28.9	1	1	1		49.7	39.7	31.4	----	37.7
SALISBURY STATE COLLEGE		IIA	3	3	4	3	38.1	30.6	24.5	20.7	29.1	2	2	3	3	49.9	39.6	31.4	26.4	37.6
TOWSON STATE UNIVERSITY		IIA	2	1	2	3	40.2	33.9	27.5	21.2	31.4	2	1	1	2	51.2	43.5	35.6	27.9	40.5
UNIVERSITY OF BALTIMORE	51	IIA	2	1	1		39.1	34.4	28.0	----	32.0	2	1	1		47.7	42.1	34.5	----	39.1
UNIV MARYLAND-COLLEGE PARK		I	2	2	2	3	48.9	35.6	29.1	21.4	37.2	2	2	2	2	61.3	44.7	35.8	27.9	46.6
UNIV MARYLAND-BALTIMORE CITY		IIC					52.4	41.5	31.4	22.4	37.0					65.6	51.3	39.1	28.7	46.1
UNIV MARYLAND-BALTO COUNTY		IIA	1*	1	1	4	47.5	34.3	28.1	19.9	33.0	1*	1	1	3	58.2	42.9	35.4	25.6	41.2
UNIV MARYLAND-EASTERN SHORE		IIB	2	1*	1*	1*	36.2	33.3	31.8	26.5	29.3	1	1*	1*	1*	46.9	41.3	39.4	34.6	36.8
VILLA JULIE COLLEGE	PNA	III																		
WASHINGTON BIBLE COLLEGE		IIC					----	16.8	14.4	----	15.6					----	20.3	18.0	----	19.7
WASHINGTON COLLEGE		IIB	2	2	3		34.4	27.6	21.7		27.6	2	2	3		41.9	33.6	25.6		33.4
WASHINGTON THEOL UNION		IIC					----	11.9	12.7		12.7					----	12.6	13.4		13.4
WESTERN MARYLAND COLLEGE		IIA	4	4	3		33.6	28.4	25.1	----	29.3	4	4	3		41.9	35.2	31.1	----	36.4
WOR-WIC TECH CMTY COLLEGE		III		3	3	2		28.3	24.3	21.6	24.5		3	3	3		34.0	29.2	26.1	29.5
MASSACHUSETTS																				
AMHERST COLLEGE		IIB	1*	1*	1*		49.8	33.9	26.9		40.8	1*	1*	1*		60.7	42.4	34.0		50.3
ANDOVER NEWTON THEOL. SCHOOL		IIC					30.0	----	----		26.8					37.8	----	----		33.8
ANNA MARIA COLLEGE		IIB		3	3		----	26.1	22.5	----	24.1		3	3		----	30.8	26.3	----	28.4
ASSUMPTION COLLEGE		IIB	2	2	1	1	36.2	28.9	25.3	22.4	28.7	2	2	1	2	44.1	34.9	30.4	25.1	34.5
BABSON COLLEGE		IIC					49.8	38.9	32.6	----	40.4					60.2	47.0	39.8	----	49.1
BENTLEY COLLEGE		IIC					46.0	38.0	30.8	26.5	35.2					56.2	46.3	37.9	32.8	43.2
BOSTON COLLEGE		I	2	2	1	1	49.2	36.6	30.4	25.7	38.3	2	1	1	1	61.9	46.4	37.6	30.5	48.2
BOSTON UNIVERSITY		I	2	2	2	3	47.4	36.4	28.8	22.4	37.5	3	2	3	3	55.2	43.1	34.4	26.9	44.2
BRANDEIS UNIVERSITY		I	2	2	3		49.8	36.5	27.7	----	39.3	2	2	3		61.1	45.7	33.5	----	48.3
BRIDGEWATER STATE COLLEGE		IIA	2	1	1*	1*	39.7	34.9	30.8	27.1	35.6	3	2	1*	1*	47.0	41.6	37.0	32.6	42.4
BUNKER HILL CMTY COLLEGE		III	2	4	2	2	34.9	27.1	25.3	21.5	28.2	3	4	3	3	41.3	32.6	30.6	26.3	33.8
CAPE COD COMMUNITY COLLEGE		III	2	2	1	1	36.4	30.2	27.7	24.9	31.8	2	3	1	1	43.5	36.2	33.3	30.1	38.1
CHAMBERLAYNE JUNIOR COLLEGE		III			5		----	----	20.1	----	20.7			5		----	----	23.9	----	24.6
CLARK UNIVERSITY		IIA	1	2	2		45.0	33.6	26.2	----	35.0	1	1	3		56.2	42.3	31.4	----	43.4
COLLEGE OF THE HOLY CROSS		IIB	1*	1	1	1	43.9	33.0	26.2	22.2	32.6	1*	1	1	1	56.2	39.8	30.8	26.3	39.7
CURRY COLLEGE		IIB	3	3	3	3	29.8	25.9	21.4	18.3	24.3	3	3	3	3	35.1	31.1	25.9	22.0	29.1
EMERSON COLLEGE		IIA	1	1	1		43.8	34.7	28.5	----	34.5	1	1*	1		55.0	43.8	35.1	----	43.0
EMMANUEL COLLEGE		IIB	3	3	3	3	31.8	25.6	21.9	18.8	25.2	2	3	3	3	39.5	30.8	25.6	21.4	30.2
ENDICOTT COLLEGE	15	III	5		5	5	23.4	----	20.2	17.2	21.5	5		5	5	27.9	----	25.2	20.6	25.9
EPISCOPAL DIVINITY SCHOOL		IIC					21.1		----		20.7					37.3		----		36.1
FITCHBURG STATE COLLEGE		IIB	1	1*	1*	1*	38.6	34.0	29.5	24.6	32.4	2	1	1*	1*	44.5	39.3	34.2	28.6	37.4
GORDON COLLEGE		IIB	3	3	3		30.1	25.4	21.6	----	26.5	2	3	2		39.9	32.2	27.7	----	34.5
GORDON-CONWELL THEO.SEMINARY		IIC					31.6	27.3	24.4		28.6					37.0	32.8	29.6		34.0
HAMPSHIRE COLLEGE		IIB	1	1	1		37.9	30.5	25.3		31.1	1	1	2		47.4	37.3	29.4		37.8
HARVARD UNIVERSITY		I	1*	2	1	2	66.0	35.9	31.3	23.3	49.1	1*	2	1	2	79.8	43.4	37.9	28.2	59.4
HOLYOKE COMMUNITY COLLEGE		III	2	2	2	2	34.9	30.1	25.5	21.3	28.9	4	4	4	4	38.4	33.5	29.0	24.7	32.3
LESLEY COLLEGE	52	IIC					30.0	25.9	22.1	19.1	24.4					35.4	30.2	25.8	21.4	28.5
MASSACHUSETTS COLLEGE OF ART		IIC					37.5	31.9	27.9	----	33.7					44.7	38.4	33.9	----	40.4
MASS.COLL.PHARMACY&HLTH SCI.		IIC					28.1	25.2	22.0	----	23.6					33.3	30.1	25.6	----	27.7
MASS INST OF TECHNOLOGY		I	1*	1*	1*	1	58.4	41.4	33.1	24.7	48.1	1*	1*	1*	1*	72.7	52.5	42.0	34.8	60.5
MERRIMACK COLLEGE		IIB	1	1	1		38.5	32.8	25.3		29.7	1	1*	1		47.3	42.5	30.7		37.2
MOUNT HOLYOKE COLLEGE		IIB	1*	1	1		44.5	32.6	25.9	----	33.5	1*	1	1		55.0	40.8	31.8	----	41.4
NEW ENGLAND CONS OF MUSIC		IIC									26.3									30.5
NORTHEASTERN UNIVERSITY	5	I	2	2	2	3	47.5	36.1	29.8	21.4	37.0	2	1	1	3	59.5	46.3	37.6	27.4	46.8
NORTHERN ESSEX COMM. COLLEGE		III	2	2	2	1	35.1	30.0	25.7	23.8	30.6	3	3	3	1	40.4	35.0	30.3	28.2	35.6
REGIS COLLEGE		IIB	2	2	2		33.5	27.7	23.4	----	27.3	2	2	2		40.2	33.6	29.4	----	33.1
SIMMONS COLLEGE		IIA	1	1	1	1	44.0	33.9	28.0	25.0	34.8	1	2	2	1*	53.3	41.0	33.2	32.5	42.0
SMITH COLLEGE		IIA	1*	1	2	3	47.1	34.8	27.2	20.9	37.3	1*	1	2	3	58.0	43.3	32.7	25.0	45.8
SOUTHEASTERN MASS. UNIV.		IIA	1	1	1*		42.2	34.6	30.2	----	37.7	2	1	1*		52.0	42.7	37.4	----	46.5
SPRINGFIELD TECH COMM.COLL.		III	2	2	1	1	35.2	30.3	27.3	22.5	30.0	3	3	2	2	41.6	36.2	32.8	27.4	35.9
STONEHILL COLLEGE		IIB	2	2	2		34.1	27.7	23.7		28.0	2	2	2		42.7	34.3	29.0		34.6

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
SALARY	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	ALL	43.	17.					10	6	13	3	2	7	10	3	----	32.0	28.4	----	----	31.4	26.1	----
----									2	1					1	1	----	----					----	----
31.	ALL	95.	84.						43	36	22	9	14	25	16	9	41.4	32.6	28.3	22.3	39.4	31.9	26.1	21.1
27.									7	5	11	2	2	2	11	4	----	----	20.7	----	----	----	22.3	----
30.	93.	73.	47.	9.					52	42	36	8	5	7	15	14	----	30.2	26.3	21.5	----	28.2	25.2	21.9
33.					----	----	----	----	2	2	1	5			2	1	----	----	----	----			----	----
27.	96.	67.	6.		6.8	6.6	5.9	7.8	17	7	10	4	8	8	22	3	35.3	26.5	22.2	----	33.7	26.8	22.0	----
14.	ALL	86.	42.		7.1	6.0	4.9	----	20	9	2		4	5	10	2	----	----	----		----	----	----	----
30.	ALL	95.	77.	9.					6	25	10	5	2	15	12	6	----	31.7	28.8	----	----	34.6	26.2	----
21.	ALL	59.	8.		8.0	8.9	9.0	8.5	12	7	10	3	8	20	15	7	33.4	26.5	21.9	----	33.4	26.6	22.6	----
30.					6.5	7.0	7.4	9.6	6	7	5	1	3	3	14	7	----	----	----	----	----	----	----	----
22.	88.	13.			6.8	9.8	10.0	9.4	257	73	85	7	19	21	32	6	56.4	39.8	31.8	29.2	51.2	35.8	30.4	27.2
18.	77.	62.	26.		4.8	5.9	7.7	----	27	59	43	3	3	4	18	1	----	----	29.1	----	----	----	28.0	----
----									1	1	1	1		1			----	----	----	----		----		
21.																								
30.	59.	13.			4.5	4.9	----		15	3	2	1	2	5	2		----	----	----	----	----	----	----	
32.	95.	60.	21.		4.5	4.6	4.7	4.5	104	25	17	4	41	20	17	3	37.6	30.6	26.2	----	36.5	30.8	25.2	----
29.	89.	9.			4.7	4.5	4.5	----	18	4	6		17	7	15	4	38.9	----	24.8		37.0	----	24.8	----
30.	95.	81.	78.	38.					48	49	41	13	18	18	33	19	44.2	34.8	29.1	24.4	43.3	33.5	27.3	23.2
21.	ALL	79.	3.		9.7	14.0	15.8	----	9	18	20	1		6	11	1	----	28.6	22.5	----		26.9	21.8	----
23.	22.				33.1				37				14				40.0				28.0			
26.	96.	71.	12.		5.8	6.2	7.5	8.2	67	47	14	6	35	46	12	3	37.9	32.7	27.1	----	37.6	32.5	25.1	----
33.																								
31.	50.	18.			9.1	8.7	9.3	----	12	18	24		4	4	8	3	----	----	23.8		----	----	23.5	----
29.	92.	68.	31.	50.	5.1	5.1	5.6	5.4	36	46	34	10	3	10	20	12	----	30.6	25.0	21.0	----	30.7	23.6	20.4
29.	ALL	95.	58.	17.	4.8	5.1	5.3	5.4	85	86	113	15	20	37	89	26	40.3	34.0	27.9	21.3	40.1	33.6	27.0	21.1
23.	79.	73.	12.						21	20	41	1	3	6	17		----	34.3	28.3	----	----	34.7	27.3	
25.	ALL	99.	12.		7.5	8.5	9.1	8.1	415	343	170	39	44	92	84	56	48.9	35.9	29.7	24.4	48.8	34.5	27.9	19.3
25.	ALL	85.	21.		6.1	7.7	7.8	6.7	53	77	41	5	8	23	64	50	53.7	43.1	36.6	----	43.7	36.3	28.0	----
25.	96.	97.	14.		8.1	8.8	8.4	7.6	64	89	52	21	3	25	33	21	----	34.5	29.3	21.4	----	33.6	26.2	18.5
26.	88.	83.	31.	14.	----	8.2	7.5	7.1	7	10	20	5	1	2	6	2	----	----	31.6	----	----	----	32.6	----
26.									2	7	6				2	1	----	----	----				----	----
21.	ALL	96.	24.		5.3	6.6	10.0		16	18	11		3	5	6		----	----	22.2		----	----	20.7	
6.									1	6	10				2		----	----	----				----	
24.	ALL	97.	86.		6.1	11.0	6.3	----	26	22	10		2	7	4	4	----	28.7	----		----	27.3	----	----
20.										4	1	3		2	8	4		----	----	----		----	----	----
23.	ALL	92.			8.5	6.8	6.2		76	16	23		5	8	17		----	34.1	27.0		----	33.4	26.8	
26.	ALL				29.9	----	----		10		1		1	3	2		----		----		----	----	----	
18.		82.	15.		----	7.3	6.4	----	3	7	5		1	4	8	3	----	----	----		----	----	----	----
20.	ALL	97.	47.		5.0	5.0	5.0	----	18	25	23	3		7	9	3	----	29.2	25.8	----		27.9	24.2	----
21.	83.	77.	15.		3.9	6.6	8.1		30	27	18			3	9	3	----	----	33.2			----	31.5	----
23.	83.	66.	5.						33	46	62	8	2	13	21	11	----	38.8	31.5	31.2	----	34.8	28.6	23.0
26.	98.	97.	20.		8.2	7.1	5.8	6.2	121	164	72	6	20	58	32	19	49.7	37.7	31.6	30.6	46.6	33.4	27.5	24.2
18.	88.	63.							306	212	176	18	40	74	105	24	47.9	36.6	29.4	23.6	43.3	35.7	27.8	21.4
23.	98.	94.			5.7	8.4	8.8	----	122	60	48	3	8	17	16		50.0	37.1	27.7	----	45.9	34.3	27.5	
19.	ALL	93.	43.	13.					90	39	43	2	23	18	31	6	40.4	35.6	31.0	----	36.7	33.3	30.4	----
20.	67.	52.	13.						29	16	13	11	17	15	18	16	38.5	31.1	23.4	22.7	28.7	22.9	26.7	20.7
20.	ALL	63.	24.		11.3	9.6	11.2	7.4	30	9	7	4	9	10	10	8	37.0	30.7	28.4	----	34.5	29.7	27.1	----
19.									1	2	9	3	1	1	6	2	----	----	20.9	----	----	----	18.7	----
24.	ALL	92.			8.7	8.6	9.5	----	43	45	27	4	10	7	18		45.0	34.2	27.4	----	45.2	30.3	24.6	
22.	94.	99.	6.		4.6	6.8	12.8	----	31	66	34	4		19	16	2	----	33.5	27.1	----		31.6	24.2	----
20.	21.	19.			6.0	5.8	5.7	10.0	15	8	8	4	4	8	18	5	----	25.7	20.0	----	----	26.1	22.0	----
25.	91.	55.	6.		9.1	11.8	10.0	----	17	13	23		5	9	10	2	----	35.0	28.0		----	34.2	29.4	----
20.	ALL	65.	7.		6.0	7.4	6.7	----	7	9	5	1	5	17	9	6	----	28.1	----	----	----	24.2	----	----
21.					4.6	----	4.6	3.8	11		3	1	11	2	9	5	23.6		----	----	23.2	----	----	----
74.	ALL								12				5		1		----				----		----	
16.	98.	98.	69.		7.4	7.5	6.9	11.6	45	35	50	13	16	21	36	16	39.1	35.1	30.1	26.0	37.1	32.1	28.7	23.5
30.	80.	38.			5.9	6.4	9.2		26	14	9	1	4	2	4	3	----	----	----	----	----	----	----	----
19.	ALL	83.	25.		3.6	----	6.7		14	6	7				1		----	----	----				----	
22.					6.2	8.7	11.9		13	14	8		2	17	7		----	32.1	26.7		----	29.3	23.7	
21.	97.	1.	0.						498	108	203	21	27	28	81	9	66.4	37.1	31.2	23.7	58.4	31.3	31.5	22.2
12.	ALL	ALL	68.		10.3	13.3	13.2	14.9	23	24	11	7	19	12	17	20	35.3	31.0	25.8	21.4	34.5	28.2	25.3	21.2
16.									6	12	6	3	5	18	19	6	----	27.1	20.2	----	----	25.1	22.7	----
20.	ALL	80.	55.						18	8	6	1	8	7	5	1	38.1	34.0	----	----	36.3	29.5	----	----
18.									6	17	5	3		4	17	1	----	----	----	----		----	----	----
26.	ALL	61.			6.3	8.5	10.2	11.3	530	184	139	31	25	27	34	2	58.7	41.9	33.4	----	52.2	37.8	31.9	----
25.	ALL	ALL	16.		7.5	8.0	8.9		12	37	40		2	4	16		----	----	25.7		----	----	24.3	
23.	97.	85.	3.		7.5	7.2	8.3	----	41	19	30	1	21	20	39	3	44.6	32.6	25.8	----	44.3	32.7	25.9	----
16.																								
27.	97.	85.	10.		8.1	8.0	9.9	8.1	198	210	153	9	20	75	83	13	47.8	36.7	30.5	20.6	44.1	34.4	28.4	21.9
16.	ALL	96.	30.						37	17	12	8	17	11	15	5	36.5	30.6	27.0	----	32.1	29.0	24.8	----
22.	ALL	95.	27.		6.6	6.6	6.3	----	3	1	3		11	19	12	3	----	----	----		----	----	----	----
21.	95.	78.			7.6	9.5	7.8	6.5	32	18	13	3	24	33	42	7	43.6	34.4	26.0	----	44.5	33.6	28.6	----
23.	98.	86.	11.						83	47	30	4	29	29	45	5	47.2	34.7	26.9	----	47.0	35.0	27.3	----
23.	99.	87.	26.		9.6	18.2	15.2		142	62	29	1	22	27	21		42.5	35.1	30.9	----	40.3	33.6	29.2	
19.	97.	74.	31.						51	26	21	7	14	20	18	25	35.5	30.8	27.8	22.2	34.1	29.6	26.7	22.6
24.	ALL	85.			7.1	7.4	8.1		17	39	17		3	8	9		----	27.9	23.3		----	26.9	24.4	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MASSACHUSETTS (CONTD)																				
SUFFOLK UNIVERSITY		IIA	1	1*	1*	2	44.0	36.0	29.6	21.9	37.0	1	1*	1	2	52.7	44.1	35.6	26.6	44.6
TUFTS UNIVERSITY		I	2	2	2		50.4	36.7	29.9	----	38.1	2	1	1		62.5	45.9	37.5	----	47.6
UNIVERSITY OF LOWELL		IIA	1*	1*	1*	1*	47.0	37.8	30.9	26.3	38.5	1*	1*	1*	1*	57.5	46.9	38.9	33.6	47.8
UNIV.MASSACHUSETTS-AMHERST		I	2	1*	1	1	48.5	38.9	30.7	28.3	41.6	3	1	2	1*	56.6	45.8	36.5	33.9	48.9
UNIV.MASSACHUSETTS-BOSTON		IIA	1*	1*	1*		48.0	39.4	32.9	----	39.8	1	1*	1*		56.1	46.4	39.1	----	46.8
WELLESLEY COLLEGE		IIB	1*	1*	1*	1*	52.7	36.1	30.4	24.6	38.3	1*	1*	1*	1*	67.4	46.6	38.5	30.2	48.9
WESTERN NEW ENGLAND COLLEGE		IIA	1	1	1	2	42.9	34.0	28.3	21.8	34.2	2	2	2	3	50.7	41.5	33.6	24.9	40.8
WESTFIELD STATE COLLEGE	4	IIB	1	1	1*	1*	37.3	31.6	28.1	26.5	32.4	1	1	1*	1*	45.5	38.9	34.6	32.8	39.8
WHEATON COLLEGE		IIB	1	1	2		39.9	30.0	24.3	----	32.0	1	2	2		47.8	36.1	28.8	----	38.2
WHEELOCK COLLEGE		IIC					37.3	27.2	20.7	19.4	26.0					45.7	32.9	24.1	21.4	31.0
WILLIAMS COLLEGE		IIB	1*	1*	1*		49.5	34.5	27.5		37.3	1*	1*	1*		62.2	42.8	35.0		46.9
WORCESTER POLYTECHNIC INST.		IIC					47.7	37.3	30.1	19.8	38.6					59.1	47.1	35.5	22.1	47.6
MICHIGAN																				
ADRIAN COLLEGE		IIB	3	3	4		30.3	25.2	20.3	----	25.2	3	3	3		38.8	32.4	25.6	----	32.2
ALBION COLLEGE		IIB	1	1	2	3	38.7	30.8	24.0	18.1	30.6	1	1	2	3	46.7	37.7	28.9	21.3	37.0
ALMA COLLEGE		IIB	2	2	2		35.0	27.8	22.9	----	29.6	2	2	2		43.9	35.1	28.0	----	37.1
AQUINAS COLLEGE		IIB	2	2	3		32.7	28.2	22.5	----	26.6	2	2	2		41.4	36.0	27.8	----	33.5
CALVIN COLLEGE		IIB	2	2	2	4	33.0	27.8	23.1	16.8	29.3	2	2	2	4	41.0	34.5	28.7	20.8	36.3
CENTER FOR CREATIVE STUDIES		IIC					27.7	25.2	20.6	18.5	24.9					33.5	29.6	24.0	21.7	29.7
CENTRAL MICHIGAN UNIVERSITY		IIA	2	2	2	2	39.4	32.9	27.6	21.7	32.3	2	1	1	2	50.2	42.4	35.4	27.8	41.4
CONCORDIA COLLEGE		IIB	4	4	3		29.2	24.0	21.3	----	24.0	3	4	3		35.1	28.9	25.8	----	28.8
DELTA COLLEGE		III	1	1	1	1	38.9	34.7	29.6	23.8	32.8	1	1	1*	1	48.4	42.3	37.4	30.5	40.6
DETROIT COLL.OF BUS.-MAIN		IIC									26.7									32.8
DETROIT COLLEGE OF LAW		IIC					43.0	----			41.0					51.9	----			49.7
EASTERN MICHIGAN UNIVERSITY		IIA	3	2	2	1	37.3	32.3	27.5	23.4	32.6	3	2	1	1	46.8	40.8	35.0	30.1	41.1
FERRIS STATE COLLEGE		IIB	2	1	1*	1*	35.9	30.5	26.8	24.0	29.7	1	1	1*	1*	45.2	38.9	34.5	31.2	37.9
GMI ENGRG.&MGMT.INSTITUTE		IIC					40.2	34.4	29.5	----	35.2					50.1	43.0	37.1	----	44.0
GRACE BIBLE COLLEGE		IIC						----	----	----	21.7						----	----	----	26.0
GRAND RAPIDS BAPT C & SEM		IIB	5	4	5		25.0	22.8	17.5		20.7	4	4	5		31.6	28.9	22.2		26.3
GRAND VALLEY STATE COLLEGE		IIA	3	3	4		37.5	31.4	24.6	----	32.3	3	2	3		46.1	39.0	31.0	----	40.0
GREAT LAKES BIBLE COLLEGE		IIC					15.9	----			15.9					29.0	----			27.2
HILLSDALE COLLEGE		IIB	1	2	2		38.6	28.3	23.3	----	29.2	1	1	2		48.8	36.5	29.3	----	37.1
HOPE COLLEGE		IIB	2	2	2	2	33.2	29.4	23.9	19.7	28.4	2	1	1	1	43.8	37.4	31.0	26.0	36.9
JORDAN COLLEGE		IIB			5	5	----		18.5	14.9	15.8			5	5	----		20.5	16.6	17.5
KALAMAZOO COLLEGE		IIB	2	2	2		35.8	27.6	22.8	----	30.6	1	2	2		45.7	34.7	29.6	----	39.0
LAKE SUPERIOR STATE COLLEGE		IIB	2	2	1	1	33.4	29.2	25.5	21.0	28.5	2	1	1	1	41.6	36.9	32.2	26.8	35.8
LANSING COMMUNITY COLLEGE	21	III	4	3	2	2	30.7	28.3	25.0	21.9	26.6	4	3	2	1	38.6	35.8	31.9	28.2	33.8
LAWRENCE INST TECHNOLOGY		IIB	2	1	1*	1*	35.4	31.7	28.1	25.0	29.8	2	1	1*	1*	41.9	37.4	33.4	29.9	35.4
MADONNA COLLEGE		IIB	3	3	3	2	31.0	26.9	22.0	19.8	23.3	3	3	3	3	35.7	32.0	25.6	22.8	27.1
MARYGROVE COLLEGE		IIA	5	5	5	5	26.2	21.8	18.2	16.1	20.4	5	5	5	5	29.4	25.0	21.0	18.6	23.4
MERCY COLLEGE OF DETROIT		IIB	3	4	4	3	30.2	24.6	20.6	19.0	23.1	3	3	4	3	35.6	29.9	24.4	22.4	27.7
MICHIGAN CHRISTIAN COLLEGE		III					----	----	----	----	17.3					----	----	----	----	19.2
MICHIGAN STATE UNIVERSITY	3	I	4	4	3	3	42.8	32.3	27.6	21.5	36.4	3	4	3	2	52.4	40.4	34.9	27.7	45.1
MICHIGAN TECHNOLOGICAL UNIV.		IIA	1*	1	1	2	47.6	34.7	29.1	22.6	34.8	1*	1	1*	2	58.6	43.1	36.5	28.7	43.3
MONROE COUNTY COMMUNITY COLL		III	1	1*	1*		39.1	36.1	33.3	----	35.4	1*	1*	1*		51.0	47.4	44.0	----	46.5
NAZARETH COLL.IN KALAMAZOO		IIC					----	21.9	18.4	16.2	19.9					----	24.4	21.0	17.7	22.4
NORTHERN MICHIGAN UNIVERSITY		IIA	3	3	4	3	37.7	31.3	24.1	21.0	30.4	3	2	4	2	47.1	39.3	30.5	26.5	38.2
NORTHWESTERN MICHIGAN COLL.		III	2	2	2	3	35.2	29.7	24.8	20.7	28.2	2	2	2	2	44.3	37.7	32.0	27.0	36.0
OAKLAND UNIVERSITY		IIA	2	2	1	1	41.5	32.6	27.7	24.8	33.5	1	1	1*	1*	54.0	43.3	36.9	33.3	44.2
OLIVET COLLEGE		IIB	5	5	5		24.2	19.2	16.8	----	20.0	5	5	5		28.2	23.3	19.9	----	23.7
REFORMED BIBLE COLLEGE		IIC					----	----	----		22.4					----	----	----		28.3
SAGINAW VALLEY STATE COLLEGE		IIA	4	4	2	1	34.1	29.2	26.4	25.2	30.4	4	3	2	1	43.0	37.1	33.6	32.2	38.5
SIENA HEIGHTS COLLEGE		IIB		4	4			23.5	20.9	----	21.2		4	4			28.5	24.9	----	25.4
SPRING ARBOR COLLEGE		IIB	5	5	5	4	23.9	21.6	19.1	17.5	20.7	5	4	5	3	28.3	26.3	22.6	21.4	24.9
THOMAS M COOLEY LAW SCH		IIC					57.7	50.9	29.7		48.9					69.7	62.0	38.0		59.8
UNIVERSITY OF DETROIT		I	5	5	4	5	36.2	31.2	26.7	19.6	31.1	5	4	4	4	44.1	38.3	33.0	24.8	38.2
UNIV MICHIGAN-ANN ARBOR		I	2	1	1*	4	51.8	38.3	32.2	20.9	42.6	2	1	1	3	62.3	47.4	40.1	27.0	51.9
UNIV MICHIGAN-DEARBORN		IIA	3	4	3		38.4	29.1	25.8		30.5	3	4	2		47.0	36.3	32.7		38.0
UNIV MICHIGAN-FLINT		IIA	2	2	2		39.7	32.7	27.3	----	30.7	2	2	2		48.7	40.6	34.3	----	38.3
WASHTENAW CMTY COLLEGE		III					----				35.9					----				45.1
WAYNE STATE UNIVERSITY		I	3	4	4	4	43.6	32.3	27.2	20.6	34.2	3	4	3	3	53.1	39.9	33.8	26.1	42.1
WESTERN MICHIGAN UNIVERSITY		I	5	4	4	5	38.6	31.3	26.4	18.3	32.9	5	4	4	5	47.8	39.0	33.3	23.5	40.9
WESTERN THEOLOGICAL SEMINARY		IIC					25.1	----	----		22.7					37.2	----	----		34.4
WILLIAM TYNDALE COLLEGE		IIC					----	----	----	----	18.8					----	----	----	----	23.1
MINNESOTA																				
AUGSBURG COLLEGE	1	IIB	4	4	4		27.2	22.7	19.8	----	23.1	4	4	4		34.5	29.0	24.6	----	29.2
BEMIDJI STATE UNIVERSITY	1	IIA	2	2	3	4	40.1	31.6	25.6	18.8	31.6	2	2	3	4	49.1	39.2	32.1	24.1	39.2
BETHEL COLLEGE		IIB	3	3	3	2	30.6	25.5	22.1	19.6	25.4	3	2	2	2	38.4	32.9	27.6	24.8	32.1
CARLETON COLLEGE		IIB	1*	1*	1*	1	44.1	35.2	27.2	23.1	36.9	1	1*	1	1	52.3	41.3	31.9	26.3	43.6
COLLEGE OF SAINT BENEDICT		IIB	2	2	2		34.8	28.0	23.6	----	26.3	4	4	4		34.8	28.0	23.6	----	26.3
COLLEGE OF ST. CATHERINE		IIB	2	2	2	4	34.1	28.0	23.0	17.6	26.4	2	2	3	4	40.3	33.3	27.2	21.0	31.4
COLLEGE OF ST. SCHOLASTICA		IIB		3	2	2	----	25.5	22.9	20.3	22.9		3	3	2	----	30.0	26.6	23.6	26.7
COLLEGE OF SAINT TERESA		IIB	5	4	5		24.3	22.7	17.9	----	20.8	5	4	5		29.2	27.6	21.3	----	25.1
COLLEGE OF SAINT THOMAS		IIA	1	2	2	3	42.3	32.4	27.2	21.1	29.5	2	3	2	3	49.5	38.4	32.4	25.5	35.1
CONCORDIA COLLEGE-MOORHEAD		IIB	2	2	2	3	34.8	28.9	23.6	18.1	27.3	2	2	2	4	42.1	35.6	27.8	20.3	32.7
CONCORDIA COLLEGE-ST.PAUL		IIB	5	5	5		24.7	21.1	18.5		21.0	5	5	4		29.4	26.0	23.5		25.9
GUSTAVUS ADOLPHUS COLLEGE		IIB	1	1	2	2	36.4	29.8	23.6	20.9	29.9	1	1	2	1	45.8	36.5	28.5	26.2	37.0
HAMLINE UNIVERSITY		IIB	3	4	3		32.4	24.1	21.6	----	27.4	2	3	3		41.5	30.1	26.6	----	34.6
LUTHER NORTHWESTRN THEOL SEM		IIC					29.7	26.7	23.9	----	27.6					35.3	31.9	32.1	----	33.5

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	78.	20.							82	47	32	5	10	9	25	6	44.3	36.8	30.0	----	41.8	31.5	29.0	----
25.	88.	85.			8.8	8.2	9.9		110	109	94	2	12	40	43	1	50.6	37.6	30.6	----	48.4	34.1	28.3	----
24.	99.	90.	38.	4.					141	140	82	10	16	43	35	14	47.0	38.4	32.3	29.5	46.9	36.0	27.5	24.0
17.	97.	86.	9.	20.					588	275	139	11	53	80	70	4	48.7	39.3	31.1	----	45.6	37.5	29.7	----
18.	98.	94.	24.						133	133	55	2	28	63	60	3	49.1	39.9	33.2	----	43.0	38.3	32.5	----
28.	ALL	98.			5.9	7.4	7.6	11.0	30	29	39	2	39	20	38	6	54.0	35.7	30.6	----	51.7	36.8	30.2	----
19.	ALL	69.	16.		6.1	7.2	7.9	7.2	36	39	30	7	5	6	8	3	----	34.5	28.6	----	----	30.8	27.0	----
23.	ALL	92.	40.		8.9	9.2	8.4	9.2	42	48	29	6	15	11	14	1	38.1	31.9	29.2	----	35.1	30.4	25.8	----
19.	ALL	72.							23	6	8		10	10	20	1	40.5	29.7	24.0		38.7	30.2	24.4	----
19.	ALL	79.			8.2	8.4	----	----	4	2		1	2	12	7	6	----	----		----	----	----	----	----
26.	ALL	ALL			6.1	8.5	8.6		74	14	58		4	8	31		----	34.9	27.7		----	34.0	27.2	
23.					7.7	7.7	9.2	----	71	64	41	5	1	5	9	1	----	----	30.8	----	----	----	26.5	----
28.	93.	72.	62.						24	17	15	2	4	1	6	2	----	----	20.6	----	----	----	19.5	----
21.	ALL	89.	40.		3.6	4.0	3.8	3.4	33	23	24	3	5	5	11	4	----	----	24.3	----	----	----	23.5	----
25.	97.	94.	31.		7.9	9.8	11.8	----	27	13	9	1	2	3	4	2	----	----	----	----	----	----	----	----
26.	ALL	84.	13.		5.3	6.4	5.9	----	12	25	10	4		6	13		----	28.4	23.4	----		27.7	21.9	
24.	89.	21.			5.2	7.1	8.1	9.8	122	34	24	13	11	8	10	5	33.0	27.7	23.3	----	33.1	28.3	22.5	----
19.									20	9	4	5	2	4	2	1	----	----	----	----	----	----	----	----
28.	96.	90.	44.	5.	5.3	5.6	5.1	5.0	178	122	123	32	27	30	53	34	39.7	33.1	28.2	22.5	37.6	31.9	26.1	21.0
20.	ALL	92.	29.		3.0	4.8	4.4	----	12	10	9	3		2	5	1	----	----	----	----		----	----	----
24.	ALL	ALL	95.		3.4	4.4	5.8	8.3	30	64	24	9	6	31	31	17	38.9	35.0	30.4	23.6	39.3	34.1	29.0	23.9
23.																								
21.	ALL								17	2			2	1			----	----			----	----		
26.	99.	88.	47.	13.	7.3	7.4	6.8	6.8	231	104	79	9	53	40	67	14	37.8	32.9	28.5	25.8	34.9	30.7	26.3	21.8
28.	97.	86.	67.	64.					88	152	117	32	4	18	44	10	----	30.6	27.4	24.3	----	30.2	25.1	22.9
25.	98.	91.	11.						41	49	16	3		5	2	1	----	----	----	----		----	----	----
20.										4	2			1	1	1		----	----			----	----	----
27.	ALL	78.	53.						10	9	13				6		----	----	17.4				17.7	
24.	93.	80.	28.		7.0	6.5	8.0	----	67	79	13	1	3	30	16	3	----	32.0	25.1	----	----	30.0	24.2	----
70.	44.								9	2							----	----						
27.	89.	ALL	10.						17	18	15	2	2	1	5	3	----	----	----	----	----	----	----	----
30.	98.	89.	7.		8.0	10.6	8.6	10.9	47	32	35	4	2	15	11	4	----	29.5	24.0	----	----	29.0	23.5	----
11.									1		6	11			2	24	----		----	14.3			----	15.2
28.	ALL	90.	8.		4.3	5.3	4.7	----	31	16	9	2	3	4	4		----	----	----	----	----	----	----	
26.	93.	90.	55.		5.0	5.7	7.3	6.0	26	34	19	7	2	7	10	4	----	29.4	25.8	----	----	28.3	25.0	----
27.									30	36	21	18	10	13	14	13	31.5	28.8	25.3	22.4	28.2	27.1	24.6	21.1
19.	93.	62.	28.						15	23	30	8		3	6	7	----	----	28.3	26.8		----	27.1	22.9
16.	20.		3.		8.6	8.8	9.4	6.7	3	7	12	7	7	5	17	16	----	----	22.7	20.3	----	----	21.6	19.5
14.	83.	95.	30.		8.6	7.7	8.3	6.8	2	5	5	2	4	17	5	8	----	----	----	----	----	----	----	----
19.	83.	81.	24.		5.1	5.0	5.8	----	8	13	9		4	14	24	9	----	26.1	20.4		----	23.1	20.6	----
11.									2	2	3	1		1	2	2	----	----	----	----		----	----	----
24.	99.	94.	9.						902	334	238	35	85	99	135	43	43.2	33.0	28.3	22.5	37.8	29.9	26.4	20.6
24.	95.	82.	23.		7.8	7.3	8.0	7.6	78	95	108	18	3	12	13	10	----	35.2	29.2	23.0	----	30.3	28.2	21.9
31.	ALL	ALL	89.						13	11	14	5	1		5		----	----	----	----	----		----	
12.		92.	12.		----	4.2	4.4	----	1	4	5		2	8	12	6	----	----	----		----	----	----	----
26.	99.	95.	25.		7.6	8.2	7.6	8.1	126	60	21	13	12	26	30	21	37.8	31.7	24.0	21.9	36.2	30.3	24.1	20.4
28.	ALL	ALL	97.	79.					27	17	19	7	1	1	15	7	----	----	24.8	20.8	----	----	24.9	20.6
32.	ALL	98.	5.		9.3	10.9	11.6	10.8	93	109	49	7	9	24	35	17	41.9	32.7	28.6	27.3	36.8	32.3	26.4	23.8
18.	67.	30.			7.0	7.0	7.0	----	15	8	9			2	4	2	----	----	----			----	----	----
26.									4	2	2			1			----	----	----			----		
27.	96.	73.	20.	29.					48	25	18	4	7	12	12	3	34.3	30.1	27.5	----	32.5	27.3	24.8	----
19.						10.9	10.4	----		8	18	3		7	10	2		25.0	21.3	----		21.8	20.3	----
20.	ALL	69.	43.		9.3	10.4	12.5	----	9	12	11	4		4	3	2	----	----	----	----		----	----	----
22.	ALL								13	6	2		1		5		----	----	----		----		----	
23.	97.	86.	25.		5.0	6.7	5.4	----	64	60	47	4	7	18	22	2	36.8	32.8	28.3	----	31.7	26.1	23.3	----
22.	97.	91.			7.3	8.0	9.5	6.1	785	262	256	7	65	78	108	12	52.4	39.5	33.2	24.3	44.2	34.4	29.7	18.9
25.	ALL	93.	4.		7.0	7.9	9.5		52	41	21		6	13	7		38.9	29.4	27.3		34.4	28.2	21.5	
25.	ALL	80.			10.2	6.5	7.9	----	32	39	23	2	6	12	14		40.1	32.8	28.2	----	37.4	32.3	25.9	
26.									1								----							
23.	98.	89.	33.						265	232	83	7	32	76	70	8	43.9	32.5	27.7	21.4	40.7	31.9	26.6	19.9
25.	99.	90.	37.		5.5	5.9	6.5	7.0	276	195	92	12	31	57	44	22	38.9	31.6	27.5	19.7	36.0	30.0	24.2	17.6
52.	ALL								7	1	2		1				----	----	----		----			
23.									2		3	3		1			----		----	----		----		
26.	ALL	88.	13.						23	19	13	1	4	5	10	3	----	----	20.2	----	----	----	19.3	----
24.	99.	69.	35.		4.3	5.1	5.3	5.6	66	42	36	11	7	7	24	9	40.0	31.6	25.5	19.0	40.5	31.2	25.7	18.6
26.	91.	68.	11.	7.	10.1	11.3	10.3	10.6	29	23	18	6	4	5	9	9	----	----	22.4	19.9	----	----	21.5	19.3
18.	ALL	88.	3.		8.9	9.9	13.1	----	69	14	20	6	6	11	15	5	44.1	35.4	26.3	----	43.6	35.0	28.4	----
0.	ALL	90.	38.		6.0	6.0	6.0	----	5	13	18	1	4	16	27		----	28.0	23.2	----	----	28.1	23.8	
19.	ALL	93.	19.						7	21	9	1	5	25	18	7	----	28.2	23.6	----	----	27.9	22.7	----
17.		79.	32.		----	5.0	5.4	5.8	1	11	8	10	4	3	11	17	----	----	25.1	21.5	----	----	21.3	19.6
21.	86.	46.	8.		0.0	0.9	1.2		5	5	4		2	8	8	2	----	----	----		----	----	----	----
19.	80.	89.	21.		6.6	6.4	8.5	5.3	22	48	62	20	3	8	32	11	----	32.7	28.3	22.3	----	30.8	25.0	18.8
20.	ALL	97.	54.		5.8	5.6	5.8	5.9	38	33	25	13	2	5	16	10	----	----	24.1	18.2	----	----	22.9	17.9
23.	ALL	94.							14	15	16		1	3	7		----	----	19.5		----	----	16.3	
24.	95.	ALL	20.		11.9	12.8	16.9	16.6	40	45	17	4	1	12	13	3	----	30.1	24.1	----	----	28.4	23.0	----
26.	95.	84.	6.		5.7	5.6	5.6	----	36	20	7	1	2	5	10		----	----	21.4	----	----	----	21.7	
21.	97.	71.							30	15	8	1		2	1	1	----	----	----	----		----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
M I N N E S O T A (CONTD)																				
MACALESTER COLLEGE		IIB	1	1	2	2	40.3	30.7	23.9	20.2	32.2	1	1	2	2	47.7	37.1	27.9	23.8	38.2
MARTIN LUTHER COLLEGE, DR.		IIC					17.2		----		17.0					23.1		----		22.9
METROPOLITAN STATE UNIV.	1	IIB	1	1*	1*		39.0	33.7	27.4		32.5	1	1	1*		46.5	40.2	32.7		38.8
MINNEAPOLIS C-ART DESIGN		IIC					30.2	25.9	21.4	----	24.2					36.5	30.1	24.0	----	28.0
MINNESOTA BIBLE COLLEGE		IIC					----				----					----				----
MOORHEAD STATE UNIVERSITY		IIA	2	2	2	3	40.8	32.7	26.4	20.9	32.6	2	2	2	3	49.7	40.0	32.6	26.0	40.0
NORTH CENTRAL BIBLE COLLEGE		IIC					----	22.6	18.3	----	20.0					----	26.9	21.0	----	23.4
NORTHWESTERN COLLEGE		IIB	3	3	3		29.6	25.0	21.7	----	23.9	3	3	3		35.3	30.1	25.8	----	28.6
ST.CLOUD STATE UNIVERSITY	1	IIA	2	3	2	4	40.9	31.3	26.3	19.1	32.6	2	2	2	4	50.2	39.2	33.2	24.6	40.6
ST. JOHN'S UNIVERSITY		IIB	1	1	1	2	38.5	32.0	25.5	20.3	28.7	1	1	1	2	49.8	40.5	30.8	24.1	35.6
SAINT MARY'S COLLEGE		IIA	5	5	5		32.5	26.9	22.3	----	26.5	5	5	5		39.2	31.7	25.6	----	31.2
ST.OLAF COLLEGE		IIB	1	1	1	1	39.6	30.9	24.8	22.2	30.7	1	1	2	1	47.6	36.9	29.0	25.4	36.4
ST. PAUL BIBLE COLLEGE		IIB		4	3	3	----	24.0	21.7	17.9	22.3		4	3	3	----	29.1	26.4	21.3	26.9
UNITED THEOLOGICAL SEMINARY		IIC					24.8	----	----		22.9					30.0	----	----		27.8
UNIV MINNESOTA-TWIN CITIES		I	3	3	2	2	47.2	34.5	29.6	23.8	39.9	2	2	1	1	58.4	43.6	37.6	30.6	49.9
UNIV MINNESOTA-DULUTH		IIA	1	2	2	2	42.7	33.2	26.9	22.6	32.4	1	1	1	1	53.3	42.0	34.5	29.2	41.0
UNIV MINNESOTA-MORRIS		IIB	1	1	1	1	41.0	31.0	24.6	21.0	28.8	1	1	1	1	51.4	39.3	31.5	27.2	36.7
UNIV MINN-TECH C.-CROOKSTON		III		2	1	1	----	29.2	27.2	23.2	27.4		2	1	1	----	37.5	34.7	29.8	35.0
UNIV MINN TECH COLL. WASECA		III		2	1		----	30.0	26.7	----	28.3		2	1		----	38.2	34.2	----	36.1
M I S S I S S I P P I																				
ALCORN STATE UNIVERSITY		IIB	3	3	3	4	30.3	25.2	22.1	16.7	21.5	3	3	3	4	36.5	30.5	26.9	20.5	26.1
BELHAVEN COLLEGE		IIB	5		5		24.6	----	18.2	----	20.0	5		5		29.6	----	21.6	----	23.8
DELTA STATE UNIVERSITY		IIA	5	5	5	4	32.8	27.1	22.9	19.5	26.1	5	5	5	4	39.4	33.0	27.2	23.4	31.4
JACKSON STATE UNIVERSITY		IIA	5	4	4	4	31.0	28.2	24.1	19.4	26.0	5	4	4	4	37.4	34.1	29.3	23.7	31.6
MILLSAPS COLLEGE		IIB	2	3	2		32.7	26.6	23.3	----	26.8	2	3	3		40.1	32.2	26.7	----	32.1
MISSISSIPPI STATE UNIVERSITY		I	5	4	5	4	38.7	31.3	26.1	19.8	32.6	5	5	5	4	45.8	37.2	31.2	23.9	38.7
MISSISSIPPI UNIV. FOR WOMEN		IIA	5	5	4	3	30.8	25.3	23.4	21.0	25.9	5	5	5	3	36.8	30.3	28.1	25.3	31.1
MISSISSIPPI VALLEY STATE U.		IIB	4	4	4	4	28.3	24.6	20.6	17.5	22.6	4	3	4	3	34.0	29.8	25.0	21.4	27.4
REFORMED THEOLOGICAL SEM		IIC					30.8	31.1	----		29.8					37.9	38.1	----		36.7
RUST COLLEGE		IIB		4	5	5	----	22.3	17.7	15.6	18.2		4	5	5	----	26.1	20.8	18.5	21.4
UNIVERSITY OF MISSISSIPPI		I	5	5	5	5	38.6	30.4	24.5	19.2	30.0	5	5	5	5	45.8	36.4	29.4	23.3	35.8
UNIV. SOUTHERN MISSISSIPPI		I	4	4	4	4	40.3	31.9	26.4	19.8	30.7	4	5	5	5	52.2	37.8	31.4	23.8	37.6
M I S S O U R I																				
ASSEMBLIES GOD GRADUATE SCH.		IIC					----	23.1	----		24.1					----	25.7	----		27.1
AVILA COLLEGE		IIB	4	3	4	2	27.6	25.4	20.6	20.1	23.6	4	4	4	3	31.7	28.6	24.4	22.4	26.9
CARDINAL GLENNON COLLEGE		IIC						----	----		----						----	----		----
CENTRAL BIBLE COLLEGE		IIC					----	22.2	19.5	15.4	20.3					----	25.9	22.7	17.0	23.3
CENTRAL CHRISTIAN COLL.BIBLE		IIC					----	----			22.2					----	----			24.5
CENTRAL METHODIST COLLEGE		IIB	4	3	4	3	28.5	26.1	20.1	18.5	22.9	4	3	4	3	34.6	30.7	23.3	22.0	27.1
CENTRAL MISSOURI STATE UNIV.		IIA	4	3	4	4	34.4	30.3	24.4	19.3	28.7	5	4	4	4	40.1	35.4	28.6	22.7	33.6
COLUMBIA COLLEGE		IIB	5	5	4	4	24.2	21.9	19.8	17.7	20.9	5	5	5	4	27.2	24.7	22.4	20.0	23.9
CONCEPTION SEMINARY COLLEGE		IIC									----									----
CONCORDIA SEMINARY		IIC					28.0	25.5	20.3		24.8					35.1	32.0	25.9		31.2
COVENANT THEOLOGICAL SEM	1	IIC					----	----	----	----	22.1					----	----	----	----	26.1
CULVER-STOCKTON COLLEGE		IIB	3	4	4		31.0	23.1	19.8	----	23.2	3	4	4		36.2	26.9	23.0	----	27.0
DRURY COLLEGE		IIB	3	3	4	3	30.3	26.7	20.5	18.2	25.7	3	3	4	3	36.2	31.9	23.9	21.9	30.5
EDEN THEOLOGICAL SEMINARY		IIC					----	----	----		17.0					----	----	----		21.9
FLORISANT VLY-SNT LOUIS CC		III	1	1	2		37.7	31.9	25.7	----	32.5	2	2	3		43.7	37.2	30.3	----	37.9
FOREST PARK-ST LOUIS CC		III	1	1	2	3	37.8	32.2	25.8	20.8	31.3	2	2	3	4	43.8	37.5	30.4	24.8	36.5
FONTBONNE COLLEGE		IIB	5	5	5	5	21.7	17.4	15.0	14.6	17.3	5	5	5	5	26.3	20.7	17.4	17.3	20.6
HANNIBAL-LAGRANGE COLLEGE		III			5	5	----	----	18.7	17.2	19.1			5	5	----	----	22.6	20.9	23.1
HARRIS-STOWE STATE COLLEGE		IIC					----	----	24.6	----	24.6					----	----	28.6	----	28.6
KANSAS CITY ART INSTITUTE		IIC					29.9	23.1	----		26.5					34.4	26.8	----		30.6
LINCOLN UNIVERSITY	4	IIA	5	5	5	4	32.1	26.6	23.0	19.8	24.4	5	5	5	4	37.9	31.6	27.2	23.4	28.8
LINDENWOOD COLLEGE		IIA	5	5	5		26.2	23.0	20.2	----	21.8	5	5	5		32.0	27.7	24.1	----	26.3
LOGAN COLL.OF CHIROPRACTIC		IIC					----	----	----	20.0	23.2					----	----	----	23.4	27.0
MARYVILLE COLLEGE-ST.LOUIS		IIB	3	4	5		29.3	24.5	18.7	----	23.7	4	4	5		33.2	27.9	21.6	----	27.1
MERAMEC -SNT LOUIS CMTY COLL		III	1	1	2	1	36.9	32.1	24.8	22.3	31.3	2	2	3	3	42.8	37.4	29.3	26.5	36.5
MISSOURI BAPTIST COLLEGE		IIB			5	5	----	----	15.8	15.5	16.3			5	5	----	----	18.6	18.3	19.2
MISSOURI SOUTHERN STATE COLL		IIB	2	1	1	2	36.0	30.8	26.0	20.7	28.0	2	2	2	2	40.2	34.8	29.3	23.5	31.5
MISSOURI VALLEY COLLEGE		IIB		5	5	5	----	18.2	18.3	16.0	17.8		5	5	4	----	21.6	21.8	19.1	21.3
MISSOURI WESTERN STATE COLL.		IIB	2	1	1	2	34.3	30.3	25.1	20.3	27.0	3	2	2	2	38.6	34.1	28.4	23.2	30.5
NAZARENE THEOLOGICAL SEM		IIC					28.5	----	----		28.0					36.6	----	----		35.9
NORTHEAST MISSOURI ST.UNIV.		IIA	3	2	3	2	37.1	31.6	25.9	21.7	28.7	4	3	4	3	43.1	36.8	30.3	25.5	33.6
NORTHWEST MISSOURI ST UNIV		IIA	5	5	5	3	32.9	27.3	23.0	20.8	25.7	5	5	5	4	38.4	32.0	27.1	24.6	30.2
PARK COLLEGE		IIB	5	5	5		24.7	19.1	18.7	----	19.8	5	5	5		28.3	22.7	21.4	----	22.8
ROCKHURST COLLEGE		IIB	2	2	2	1	35.8	28.7	24.0	22.2	27.2	2	2	2	2	41.4	33.2	27.7	24.9	31.3
SAINT LOUIS CHRISTIAN COLL.		IIC					21.6				21.6					27.0				27.0
ST.LOUIS COLLEGE OF PHARMACY		IIC					----	----	28.1	----	29.7					----	----	32.3	----	34.3
SAINT LOUIS U MAIN CAMPUS	6	I	4	5	4	3	43.3	30.8	26.5	22.2	34.0	4	5	5	4	50.8	36.4	31.0	25.8	39.9
SAINT PAUL'S COLLEGE		III		5			----	13.8	----	----	14.1		5			----	19.4	----	----	19.8
SCHOOL OF THE OZARKS		IIB	4	4	4		28.1	22.6	20.4		23.3	4	4	4		33.4	26.9	23.9		27.6
SOUTHEAST MISSOURI ST.UNIV.		IIA	4	4	3	3	35.8	29.7	25.4	21.1	28.2	4	4	4	3	42.7	35.6	30.3	26.0	33.8
SOUTHWEST BAPTIST UNIVERSITY		IIB	4	5	4	3	26.7	20.8	19.7	18.1	21.6	4	4	4	2	33.2	26.4	25.1	23.7	27.4
SOUTHWEST MISSOURI ST.UNIV		IIA	3	3	2	3	37.3	31.1	26.4	20.4	29.9	4	4	3	4	42.9	36.0	30.8	23.9	34.6
STEPHENS COLLEGE		IIB									21.1									26.1
TARKIO COLLEGE	10	IIB			4	5	----	----	19.4	15.8	18.6			5	5	----	----	22.3	17.8	21.3
UNIV MISSOURI-COLUMBIA		I	5	5	3	4	39.7	30.2	27.6	20.4	33.0	5	5	4	4	47.7	36.6	33.3	24.8	39.8
UNIV MISSOURI-KANSAS CITY		I	5	5	5	5	39.0	30.9	25.5	18.8	32.4	5	5	5	5	46.7	37.3	30.7	22.8	39.0

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL	96.	28.		6.7	6.3	10.2	8.5	47	22	12	6	6	4	13	9	40.5	----	23.3	20.5	38.9	----	24.4	20.0
35.									47				2		4		----				----		----	
19.	88.	88.	17.		3.9	5.3	5.5		4	6	5		4	2	7		----	----	----		----	----	----	
16.	29.	5.			5.2	4.8	10.8	----	6	17	3		1	3	10	1	----	----	----		----	----	----	----
---									5								----							
22.	97.	86.	46.		4.2	5.4	6.3	7.9	80	50	58	9	13	22	33	8	41.1	33.0	26.4	21.4	39.5	32.2	26.4	20.4
17.									1	9	7	2			6	1	----	----	18.4	----			18.1	----
20.					4.3	6.5	7.3		8	10	13	2		4	8		----	----	22.7	----		----	20.0	
24.	99.	78.	56.						174	77	97	22	22	17	46	22	41.0	31.7	26.9	19.5	39.7	29.7	25.1	18.8
24.	75.	98.	32.		7.0	7.2	8.4	9.1	11	42	34	10	1	4	10	1	----	----	26.0	----	----	----	23.6	----
18.	95.	77.	13.		10.5	10.6	5.4		17	21	19	2	2	5	5	1	----	----	----	----	----	----	----	----
19.	ALL	99.	24.		5.5	5.9	7.6	6.4	58	59	27	12	2	15	31	12	----	31.1	24.9	22.3	----	30.1	24.6	22.1
21.		57.	36.		----	6.2	5.0	8.2	4	6	9	4	1	1	2	3	----	----	----	----	----	----	----	----
22.	ALL								6	1				1	2		----	----				----	----	
25.	99.	91.	11.		7.1	7.7	8.5	8.0	832	343	203	12	68	117	132	21	47.4	35.2	30.8	26.1	44.1	32.5	27.8	22.5
27.	ALL	98.	31.						77	87	57	25	2	24	36	15	----	33.8	27.4	23.7	----	31.0	26.3	20.8
27.	ALL	ALL	31.		6.8	7.8	7.1	8.8	20	21	17	14	1	3	15	8	----	----	25.2	21.8	----	----	23.8	19.7
28.		ALL	76.		----	5.6	6.6	----	1	16	18	3		1	7	6	----	----	27.8	----		----	25.6	----
28.		ALL	38.						4	10	16				5	1	----	----	----				----	----
22.	83.	42.	10.						10	18	39	31	8	8	24	30	29.5	25.5	22.5	17.1	31.3	24.6	21.5	16.3
19.	67.		18.						6	3	9			2	8	1	----	----	18.3			----	18.1	----
20.	84.	35.	6.		6.1	8.4	5.5	6.1	46	24	30	14	10	7	23	21	32.8	27.6	23.4	20.2	32.4	25.3	22.3	19.0
21.	94.	71.	38.						45	54	63	20	20	32	42	25	31.1	29.0	24.4	20.7	30.7	26.7	23.7	18.2
19.	ALL	85.	13.		8.3	7.6	12.3	----	19	20	18		1	6	5	3	----	27.1	----		----	25.1	----	----
19.	80.	76.	65.						336	207	134	37	23	33	34	26	39.0	31.8	26.5	21.4	35.0	28.0	24.6	17.6
20.	97.	75.	41.		0.3	0.0	0.0	0.0	20	3	6	2	13	13	28	11	31.2	----	23.2	----	30.0	----	23.5	----
21.	74.	48.	40.		2.4	2.0	1.7	2.1	19	21	23	10	4	4	19	9	----	----	20.8	18.3	----	----	20.4	16.7
23.									9	6	1						----	----	----					
18.		33.	38.						2	5	9	6		1	4	10	----	----	----	17.1		----	----	14.8
20.	95.	77.	23.		5.4	5.5	6.6	7.8	121	98	74	18	9	12	42	30	39.2	30.4	25.4	19.5	30.8	30.1	22.9	19.0
22.	84.	62.	15.		9.3	8.3	9.7	11.1	136	132	108	29	12	37	79	42	40.5	32.3	27.2	20.4	38.3	30.5	25.2	19.5
13.									2	6	1			1			----	----	----			----		
14.					3.4	7.4	8.2	3.7	5	10	5	3	4	11	7	8	----	24.7	----	----	----	26.1	----	----
---						----	----			2	1				1			----	----				----	
15.					----	5.0	4.0	5.7	4	5	7	3		3	2	4	----	----	----	----		----	----	----
10.					----	----			5	2							----	----						
18.	ALL	69.	14.						10	12	10	4		1	12	4	----	----	19.4	----		----	20.6	----
17.	99.	94.	58.	11.	5.5	5.3	5.2	6.4	124	92	82	21	14	21	29	24	34.4	30.4	24.4	19.3	34.5	29.9	24.1	19.2
14.	ALL	80.	10.						5	6	7	1	4	4	3	8	----	----	----	----	----	----	----	----
---																								
26.	83.	50.			6.0	4.5	4.0		6	16	7						----	----	----					
18.									2	2	1	2					----	----	----	----				
16.	89.	67.	20.		6.2	6.0	6.5	----	9	9	12	1		3	3	1	----	----	----	----		----	----	----
19.	87.	54.			7.6	9.4	10.1	10.3	28	11	13	3	3	2	3	5	----	----	----	----	----	----	----	----
29.									3	1	3				2		----	----	----				----	
17.									41	36	18	2	16	17	14	2	38.2	32.6	25.9	----	36.7	30.4	25.5	----
17.									27	27	8	5	9	21	19	8	37.8	32.3	26.3	----	37.8	32.2	25.6	----
19.	ALL	67.	7.		4.2	4.2	4.2	----	4	9	5	1	7	18	9	5	----	17.2	----	----	----	17.5	----	----
21.									3	2	12	2		2	7	4	----	----	19.7	----		----	17.0	----
16.			83.		----	----	7.4	----	3	5	3	3	2		9	2	----	----	----	----	----		----	----
16.	95.	83.			4.1	5.5	----		18	12	1		2		2		----	----	----		----		----	
18.	ALL	62.	18.		9.0	9.3	8.8	7.1	19	17	30	15	4	4	19	16	----	----	23.4	20.4	----	----	22.5	19.1
20.	ALL	57.	17.						6	9	11		1	5	13	1	----	----	20.8		----	----	19.6	----
17.									4	5	1	12	1		3	5	----	----	----	----	----		----	----
14.	ALL	50.							14	9	2		7	9	22	1	28.7	23.6	----		30.4	25.3	----	----
17.									49	29	22	3	16	17	26	7	36.9	32.6	26.2	----	36.9	31.2	23.6	----
18.									3		6	5	2	5	1	1	----		----	----	----	----	----	----
13.	ALL	97.	58.	32.	9.1	9.0	8.1	10.6	24	33	53	12	3	3	19	13	----	----	26.5	21.2	----	----	24.8	20.2
19.		80.	8.						1	8	6	3		2	6	3	----	----	18.7	----		----	17.9	----
13.	ALL	94.	47.		8.2	8.4	10.8	10.2	25	26	42	15	3	7	28	9	----	30.2	25.8	20.6	----	30.4	24.0	19.8
28.	80.								10	4	2						----	----	----					
17.	98.	84.	44.	20.	11.6	10.7	11.1	9.8	46	54	59	20	5	14	41	26	----	31.7	26.6	22.7	----	31.2	24.9	20.8
17.	95.	56.	38.						54	45	67	13	6	3	31	12	32.7	----	23.2	21.4	34.7	----	22.6	20.1
15.	ALL	38.			5.7	7.6	----	----	8	6	8	2		2	1	3	----	----	----	----		----	----	----
15.	77.	92.	19.		4.7	5.2	5.6	5.0	9	21	16	6	4	4	11	7	----	----	23.4	24.8	----	----	25.0	19.9
25.									10				1				----				----			
15.			13.		----	----	6.1	----	4	3	9			2	7	2	----	----	30.3			----	25.2	----
18.	99.	95.	22.	9.	5.3	5.8	7.9	6.5	114	64	31	7	15	34	32	28	43.9	31.1	26.3	22.0	38.8	30.1	26.8	22.2
40.		ALL							2	7	2	2			2	2	----	----	----	----			----	----
18.	ALL	83.	29.		5.0	4.6	3.9		20	19	23		5	5	12		----	----	20.8		----	----	19.6	
20.	96.	84.	42.	8.	11.5	13.5	13.6	12.7	100	64	86	33	11	17	46	41	35.9	29.6	25.6	21.0	35.1	29.9	25.0	21.2
27.	80.	83.	44.		4.0	4.0	4.0	4.0	18	21	11	10	2	8	5	4	----	21.3	----	----	----	19.5	----	----
16.	97.	88.	43.	23.	9.6	10.6	10.8	9.8	166	104	74	45	16	32	32	41	37.4	31.3	26.5	20.4	36.0	30.4	26.3	20.5
24.																								
15.									1	4	20	4		1	3	7	----	----	----	----		----	----	----
21.	ALL	91.	12.	7.	7.0	6.9	9.2	7.8	347	188	143	19	22	41	62	36	39.8	30.4	28.1	21.9	37.7	29.0	26.6	19.7
20.	99.	88.	15.	12.	6.5	6.5	6.8	5.4	168	123	73	4	15	29	35	13	39.3	31.8	25.9	----	34.9	27.1	24.8	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSOURI(CONTD)																				
UNIV MISSOURI-ROLLA		IIC					42.5	33.6	30.5	----	37.2					51.1	40.8	36.8	----	44.8
UNIV MISSOURI-ST.LOUIS		IIA	2	3	2	1*	40.5	31.2	27.0	28.1	32.1	2	3	2	1*	48.5	37.7	32.6	33.7	38.6
WASHINGTON UNIVERSITY		I	2	2	3	2	48.6	34.9	28.2	23.0	39.5	2	3	3	2	59.0	42.3	33.5	27.9	47.8
WEBSTER UNIVERSITY		IIA	5	4	5		33.0	28.1	22.0	----	27.0	5	4	5		39.5	33.8	26.5	----	32.4
WESTMINSTER COLLEGE		IIB	3	3	3		31.8	25.8	22.1	----	25.4	3	3	3		37.1	30.4	26.2	----	29.9
WILLIAM JEWELL COLLEGE		IIB	3	4	3	3	30.1	24.6	21.9	18.4	24.9	3	3	3	3	36.6	29.9	26.9	21.3	30.2
WILLIAM WOODS COLLEGE		IIB	4	5	4	3	25.8	21.3	19.8	17.9	20.4	4	5	4	3	30.8	25.8	23.3	21.2	24.3
MONTANA																				
CARROLL COLLEGE		IIB	3	3	3		30.5	25.3	21.3	----	24.1	3	4	4		36.9	29.5	24.4	----	28.2
COLLEGE OF GREAT FALLS		IIB	5	5	5		23.9	19.9	18.5	----	20.2	5	5	5		27.8	23.1	21.3	----	23.4
EASTERN MONTANA COLLEGE		IIB	3	3	3	2	30.9	26.6	22.4	19.7	25.6	3	3	3	2	37.0	31.9	27.1	24.0	30.8
MONTANA COLL.MIN.SCI.& TECH.		IIC					38.4	30.1	25.9	19.8	29.9					45.5	35.9	31.1	24.1	35.7
MONTANA STATE UNIVERSITY		IIA	4	4	4	4	36.5	29.3	24.7	19.3	29.6	4	4	4	4	42.9	34.9	29.6	23.4	35.2
ROCKY MOUNTAIN COLLEGE		IIB	4	4	5	4	26.3	22.2	18.6	16.8	20.9	4	4	4	3	32.0	27.3	23.4	21.4	25.9
UNIVERSITY OF MONTANA		I	5	5	5	4	32.9	26.5	23.5	19.9	29.0	5	5	5	4	39.2	31.9	28.4	24.2	34.7
WESTERN MONTANA COLLEGE		IIC					31.5	24.6	21.0	----	23.9					37.5	29.6	25.5	----	28.8
NEBRASKA																				
BELLEVUE COLLEGE		IIB		4	4			23.7	19.8	----	20.8		4	4			28.5	23.3	----	24.6
CHADRON STATE COLLEGE		IIB	2	2	3	3	33.4	28.2	22.5	18.5	26.6	3	2	3	3	38.7	33.0	26.3	21.9	31.1
COLLEGE OF SAINT MARY		IIB		4	3	2	----	24.4	21.2	19.5	21.6		4	4	3	----	27.8	23.9	22.3	24.5
CONCORDIA TCHRS COLLEGE		IIC					24.3	21.9	17.3	----	21.5					29.9	26.8	21.6	----	26.5
CREIGHTON UNIVERSITY		IIA	1	3	3	3	42.5	31.5	25.3	20.7	30.3	2	4	4	5	48.0	35.8	28.6	22.4	34.2
DANA COLLEGE		IIB	5	5	4		24.2	21.0	19.6	----	20.9	5	5	4		29.9	25.2	22.7	----	24.9
DOANE COLLEGE		IIB	4	3	4		28.5	25.2	20.9	----	24.1	4	3	4		33.0	30.3	24.0	----	28.1
GRACE COLLEGE OF THE BIBLE	4	IIC									17.3									21.2
HASTINGS COLLEGE		IIB	4	4	3	4	29.0	24.6	21.2	17.4	23.4	3	3	3	4	36.1	29.9	25.7	20.2	28.4
KEARNEY STATE COLLEGE		IIA	5	5	5	5	32.0	26.5	22.4	17.8	25.4	5	5	5	5	37.1	30.9	26.2	21.1	29.6
MIDLAND LUTHERAN COLLEGE		IIB	4	4	3	3	26.8	23.4	21.5	17.9	21.9	4	4	4	4	32.0	27.6	25.0	21.1	25.7
NEBRASKA CHRISTIAN COLL		IIC					----	----			----					----	----			----
NEBRASKA WESLEYAN UNIVERSITY		IIB	3	3	3		31.3	26.1	22.6	----	26.6	3	3	2		39.3	31.8	27.7	----	32.9
PERU STATE COLLEGE		IIB	3	3	3	4	30.6	25.5	21.9	17.6	23.9	3	4	3	4	35.4	29.6	25.5	20.6	27.8
PLATTE VALLEY BIBLE COLLEGE		IIC									----									----
UNION COLLEGE		IIB	5	5	4	4	21.9	20.5	19.2	16.9	20.0	5	5	4	4	25.5	24.0	22.7	20.4	23.5
UNIV NEBRASKA-LINCOLN	1	I	5	5	5	5	39.0	29.6	25.5	17.5	32.9	5	5	5	5	45.7	35.1	30.5	21.3	38.8
UNIV NEBRASKA AT OMAHA	54	IIA	4	5	5	2	33.5	27.1	23.1	21.6	27.6	5	5	5	3	39.5	32.3	27.6	26.0	32.8
WAYNE STATE COLLEGE		IIA	5	5	5	4	32.8	26.9	23.1	19.2	25.8	5	5	5	4	38.1	31.4	27.1	22.7	30.1
YORK COLLEGE		III		5			----	21.0	----	----	19.7		5			----	23.6	----	----	22.2
NEVADA																				
UNIV. OF NEVADA-RENO	3	I	4	4	4		41.6	33.1	27.1	----	34.0	5	5	5		47.2	37.8	31.3	----	38.9
UNIV. OF NEVADA-LAS VEGAS	3	IIA	2	2	1	1*	41.4	33.6	28.8	26.6	33.5	3	3	2	1	47.1	38.5	33.2	30.8	38.4
NEW HAMPSHIRE																				
DARTMOUTH COLLEGE		I	2	2	3	3	50.6	34.9	27.8	22.0	39.5	2	2	4	4	63.3	43.1	33.0	25.8	48.8
FRANKLIN PIERCE COLLEGE		IIB	4	4	5		28.4	24.3	18.5	----	23.8	3	3	4		35.3	30.2	22.8	----	29.6
FRANKLIN PIERCE LAW CENTER		IIC					48.4		----		45.6					56.2		----		52.9
NEW ENGLAND COLLEGE		IIB	3	4	3		29.3	24.5	22.2	----	24.4	4	4	3		34.6	29.1	26.0	----	28.8
NEW HAMPSHIRE COLLEGE	55	IIC					34.7	28.6	25.7	----	27.8					46.5	39.0	35.3	----	37.9
NEW HAMPSHIRE TECH INSTITUTE		III	5	5	5		26.1	21.2	19.1	----	23.6	5	5	5		30.2	25.0	22.6	----	27.6
NH VOC-TECH C CLAREMONT		III	5	5	5		24.7	19.6	17.7	----	19.7	5	5	5		28.6	23.0	21.0	----	23.2
NH VOC-TECH C LACONIA		III	5	5			25.1	19.8	----		22.2	5	5			29.4	23.7	----		26.5
NH VOC-TECH C MANCHESTER		III	5	5	5		24.2	19.4	18.2		21.2	5	5	5		28.2	22.5	21.4		24.7
NH VOC-TECH C NASHUA		III	5				25.2	----	----		23.8	5				29.2	----	----		27.6
NH VOC-TECH COLL-STRATHAM		III	5	5			22.9	18.8	----		19.6	5	5			26.8	22.3	----		23.2
NOTRE DAME COLLEGE		IIB			5		----	----	17.8	----	18.1			5		----	----	22.6	----	23.1
PLYMOUTH STATE COLLEGE		IIB	2	2	1	2	34.0	27.7	25.8	19.8	28.5	2	2	1	2	41.0	33.3	31.1	23.8	34.3
RIVIER COLLEGE		IIA		5	5		----	23.4	20.0	----	22.7		5	5		----	27.3	23.0	----	26.3
SAINT ANSELM COLLEGE		IIB	2	2	2	2	32.8	28.8	23.5	19.5	25.9	3	2	2	2	38.3	35.6	28.9	23.7	31.5
UNIVERSITY OF NEW HAMPSHIRE	5	I	4	5	5		40.7	31.2	25.7	----	32.8	4	4	5		49.0	38.0	31.5	----	39.9
NEW JERSEY																				
ATLANTIC COMMUNITY COLLEGE		III	2	1	1		36.1	31.3	27.1	----	30.0	2	1	1		44.7	38.9	34.0	----	37.4
BERGEN COMMUNITY COLLEGE		III	1*	1*	1*	1	44.0	38.5	30.9	22.3	36.2	1*	1*	1*	2	52.5	46.3	37.4	27.4	43.6
BLOOMFIELD COLLEGE		IIC					32.2	27.8	22.5	21.7	26.3					39.9	34.7	28.3	27.4	32.8
BROOKDALE CMTY COLLEGE		III	1	1	1	4	39.6	33.4	27.4	19.5	31.2	1	1	2	4	45.6	38.8	32.1	23.4	36.3
BURLINGTON COUNTY COLLEGE		III	2	2	1	1	35.6	30.8	27.4	22.4	30.0	2	2	1	2	43.4	37.8	33.8	28.0	36.9
CALDWELL COLLEGE		III	5	5			24.6	21.2	----	----	19.2	5	5			28.9	24.8	----	----	22.6
CAMDEN COUNTY COLLEGE		III	1	1	1		38.4	34.7	30.0	----	30.9	1	1	1*		47.5	43.0	37.4	----	37.7
CENTENARY COLLEGE		IIB		5	4	5	----	20.7	19.3	14.7	19.9		5	4	5	----	24.6	23.0	17.4	23.5
COLLEGE OF SAINT ELIZABETH		IIB	4	4	4		28.1	23.9	19.5	----	22.9	5	5	5		29.5	25.0	21.5	----	24.4
COUNTY COLLEGE OF MORRIS		III	1	1	1	1	39.8	32.9	27.0	23.2	30.9	1	1	2	1	47.5	39.5	32.7	28.2	37.2
CUMBERLAND COUNTY COLLEGE		III		1	1	1*	----	32.8	30.1	26.1	31.0		1	1	1*	----	40.9	37.3	32.5	38.6
DREW UNIVERSITY		I	4	4	5	3	41.3	31.7	25.3	21.0	35.0	4	4	5	4	51.5	39.9	31.4	25.8	43.7
ESSEX COUNTY COLLEGE	4	III	1*	1*	1	1	40.9	34.9	30.0	22.6	32.9	1	1	1	2	48.8	42.0	36.3	27.6	39.6
FARLGH DCKSN U EDW WMS C	4	III			3		----	----	23.8	----	27.2			3		----	----	29.8	----	33.9
FARLGH DCKSN FLORHAM-MAD	4	IIA	2	2	1		39.3	33.4	27.9	----	35.1	2	2	1		48.3	41.4	34.8	----	43.4
FARLGH DCKSN U RUTHERFD	4	IIA	2	2	2		39.3	32.5	27.0	----	32.4	2	2	2		48.1	40.2	33.6	----	40.0
FARLGH DCKSN TEANECK CAM	4	IIA	2	2	1		41.4	33.4	27.8	----	36.8	2	2	1		50.8	41.3	34.7	----	45.4
FELICIAN COLLEGE		IIB	5	5	4	4	22.4	20.3	19.2	16.7	19.0	5	5	5	4	25.5	23.1	21.9	19.1	21.6
GEORGIAN COURT COLLEGE		IIB	3	2	2	2	30.7	28.8	23.8	19.4	24.4	3	2	2	3	36.1	34.1	28.3	22.8	28.9
GLASSBORO STATE COLLEGE		IIB	1*	1*	1*	2	43.2	34.2	28.4	20.5	34.8	1	1	1*	2	50.5	39.5	33.7	24.8	40.8
GLOUCESTER COUNTY COLLEGE		III	3	1	1*	1*	33.7	32.2	30.6	27.5	31.0	3	1	1*	1*	41.4	40.0	38.0	34.7	38.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	ALL	85.	11.		6.4	6.7	8.0	----	121	82	43	2	1	5	3	1	----	----	----	----	----	----	----	----
20.	98.	97.	18.	17.	5.4	6.3	7.4	----	60	96	63	5	6	23	22	1	40.6	31.7	27.4	----	39.4	29.0	26.1	----
21.	99.	86.	4.						251	105	99	8	15	20	35	4	48.9	35.3	28.9	----	43.1	33.1	26.2	----
20.	52.	30.							9	17	12		12	13	16	1	33.9	27.7	23.0		32.4	28.7	21.2	----
18.	ALL	89.	21.						12	17	11	1		2	3	4	----	----	----	----		----	----	----
21.	93.	70.	54.		5.9	7.1	6.9	7.5	26	10	12	5	3	10	12	5	----	24.7	22.9	----	----	24.6	20.8	----
19.	ALL	75.							6	6	6	7	4	2	9	9	----	----	20.0	18.3	----	----	19.7	17.6
17.	ALL	75.	16.		5.0	5.2	7.9	----	9	20	14	2	1	4	11	1	----	----	22.0	----	----	----	20.5	----
15.	ALL	79.	63.		0.0	0.0	0.0	----	7	11	7	1		3	1	1	----	----	----	----		----	----	----
20.	95.	81.	27.		2.4	3.7	2.8	----	35	38	30	5	4	9	21	5	----	26.7	22.6	----	----	26.1	22.1	----
20.	87.	54.	4.		1.5	1.8	2.6	5.5	23	33	20	5		2	5	5	----	----	----	----		----	----	----
19.	91.	74.	18.	5.	2.3	1.8	1.3	----	170	138	103	11	6	21	73	10	36.6	29.4	25.3	19.5	32.0	28.6	23.8	19.2
24.	ALL	71.	14.						5	7	5	2	1		2	4	----	----	----	----	----		----	----
20.	98.	67.	6.		2.6	5.7	6.0	----	178	72	55	9	16	24	17	4	32.9	26.7	24.1	----	32.6	26.0	21.3	----
20.	ALL	67.	25.		----	0.0	0.0		6	10	11	1		2	5		----	----	----	----		----	----	
19.						5.7	6.6	----		5	15	1		3	6			----	20.0	----		----	19.4	
17.	91.	80.	39.	24.	3.0	3.4	3.2	3.0	32	10	19	12			4	5	----	----	----	----			----	----
13.					----	4.4	6.7	4.0		5	5	1	1	3	8	9		----	----	----	----	----	----	----
23.		61.	9.						25	16	8	2		7	3	3	----	21.9	----	----		21.9	----	----
13.	90.	91.	29.	4.	7.1	8.8	12.5	12.2	60	84	61	11	3	17	49	13	----	32.4	26.7	22.0	----	27.3	23.7	19.6
19.	ALL	92.	31.						7	10	9	2		2	4	1	----	----	----	----		----	----	----
16.	ALL	82.	5.		7.0	8.8	7.3	----	12	8	11		2	3	8	2	----	----	21.0		----	----	20.7	----
23.																								
22.	ALL	81.	20.						11	19	11	6	1	2	4	4	----	----	----	----	----	----	----	----
17.	ALL	91.	47.	27.	3.0	3.4	3.3	3.4	82	46	52	19	5	8	25	26	----	26.6	22.6	17.9	----	26.0	21.9	17.8
17.	ALL	83.	50.						7	8	11	5	1	4	15	7	----	----	22.7	----	----	----	20.7	----
---									2	3							----	----						
24.	90.	91.	41.		15.7	16.0	16.6	----	26	16	13	1	3	7	9	3	----	26.3	22.6	----	----	25.5	22.5	----
16.	ALL	69.	75.	11.	3.0	10.2	3.8	4.8	9	13	13	7	1		3	2	----	----	----	----	----		----	----
---																								
18.	59.	43.							14	9	7		3	5	8	10	----	----	18.9		----	----	19.6	----
18.	99.	80.	17.		3.1	3.3	3.7	5.1	458	236	148	13	27	49	68	18	39.2	29.8	26.4	18.5	36.2	28.5	23.7	16.7
19.	98.	89.	27.		0.1	0.1	-0.0	0.0	124	93	58	19	9	29	39	16	33.6	27.5	23.2	22.5	32.4	26.0	22.9	20.6
17.	ALL	85.	44.	6.					19	21	16	10	1	6	9	6	----	26.8	23.3	19.8	----	27.1	22.6	18.2
13.		78.			----	0.0	----		3	9	3	1			2		----	----	----	----			----	
14.	96.	69.	9.		12.6	13.5	12.2	----	104	96	44		10	21	31	1	42.2	33.4	28.1		35.7	31.5	25.8	----
15.	96.	87.	27.		16.4	17.7	13.4	23.4	79	117	56	6	12	24	25	8	42.1	33.6	29.1	26.7	37.2	33.1	27.9	26.6
23.	98.	81.			7.1	8.5	8.1	6.4	163	47	59	10	3	27	44	6	----	36.3	28.8	22.7	----	32.4	26.5	20.8
24.									17	20	8	2	2	3	6	1	----	----	18.3	----	----	----	18.7	----
16.	ALL				3.5		----		11		1		2		2		----		----		----		----	
18.	35.	21.	5.						21	26	13	1	2	3	6	2	----	----	23.4	----	----	----	19.6	----
37.	29.	18.							6	22	16	3	1	6	5	1	----	29.1	----	----	----	27.1	----	----
17.									26	5	4		15	14	7	1	26.5	----	----		25.3	----	----	----
18.	ALL	36.	25.		6.5	8.6	9.1	----	5	3	1	1	2	11	11	1	----	----	----	----	----	----	----	----
19.	ALL	88.							9	8	2		1		1		----	----	----		----		----	
16.					3.0	3.0	9.0		14	12	3		4	7	3		----	19.5	----		----	19.2	----	
16.	95.								16	3	2		4	2			----	----	----		----	----		
18.									4	7	2		2	9	3		----	18.7	----		----	18.8	----	
27.									2	2	7		2	1	6	3	----	----	19.2		----	----	16.2	----
20.	ALL	98.	42.		8.4	8.9	10.7	12.1	44	33	32	8	4	9	11	5	----	28.0	26.8	----	----	26.6	22.9	----
16.		37.			----	7.1	7.2	----	2	11	5	1	2	8	10	3	----	24.5	----	----	----	22.1	----	----
21.	89.	80.	50.						16	21	18	10	3	4	24	6	----	----	24.5	19.4	----	----	22.7	19.8
21.	ALL	95.	9.		8.0	8.1	9.5	----	173	173	88	4	2	59	47		----	31.6	26.6	----	----	30.0	24.0	
25.	ALL	94.	49.						12	18	17	2	2	15	18	2	----	31.8	30.1	----	----	30.7	24.2	----
20.	ALL	ALL	75.	36.					26	47	31	4	13	26	28	7	44.7	39.1	32.3	----	42.7	37.3	29.2	----
25.	ALL	75.	18.						8	8	7	3	2	4	4	5	----	----	----	----	----	----	----	----
16.	86.	ALL	88.						34	28	21	7	10	16	19	20	39.9	33.4	28.3	19.1	38.4	33.6	26.5	19.7
23.	ALL	ALL	81.	27.					13	28	13	6	4	12	3	5	----	32.4	----	----	----	27.0	----	----
18.	ALL	50.							3	6	2	2	3	4	2	3	----	----	----	----	----	----	----	----
22.	ALL	96.	87.						11	20	33		2	5	22	2	----	----	31.6		----	----	27.6	----
18.		ALL	8.						3	5	6	1	2	4	7	7	----	----	17.2	----	----	----	21.1	----
6.	ALL	95.			5.0	5.0	4.4	----			3		9	20	13	2			----		----	----	----	----
20.	ALL	97.	73.	26.					27	47	34	3	5	28	30	20	----	32.8	27.7	----	----	33.0	26.2	----
24.		73.	89.	88.					4	7	11	6		4	8	2	----	----	31.8	----		----	27.7	----
25.	ALL	93.							49	17	16	1	12	10	4	6	42.3	32.7	----	----	37.0	30.1	----	----
20.	ALL	97.	89.	44.					23	47	28	6	6	17	16	10	41.2	34.9	30.8	23.7	39.8	35.2	28.7	21.9
24.			67.		----	----	3.9	----	5	2	5	1		2	1	2	----	----	----	----		----	----	----
24.	ALL	76.	21.		3.1	3.7	3.3	----	43	28	10		5	5	4	3	----	----	----		----	----	----	----
23.	89.	80.			3.0	3.1	6.5	----	8	10	6	2	1		3		----	----	----	----	----		----	
23.	99.	83.	36.		3.0	3.3	4.9	----	127	58	25	1	27	20	14	4	41.9	34.0	29.1	----	38.7	31.5	25.5	----
14.									3	2	2	1	3	6	12	14	----	----	----	----	----	----	----	----
18.	80.	ALL			7.1	7.5	7.3	7.7	3	6	8	3	7		13	12	----	----	25.9	----	----		22.6	----
17.	ALL	ALL	75.	14.					95	68	79	4	17	20	41	3	44.1	34.1	28.9	----	38.4	34.3	27.5	----
24.	ALL	ALL	ALL	38.	6.6	6.8	7.1	7.4	9	17	16	5		10	6	3	----	32.7	30.7	----		31.4	30.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW JERSEY(CONTD)																				
HUDSON COUNTY COMM.COLLEGE		III			4			----	21.5	----	21.5			4			----	27.3	----	27.2
JERSEY CITY STATE COLLEGE		IIA	1	1*	1*		44.4	35.5	29.5	----	36.4	1	1	1		52.3	42.4	35.5	----	43.2
KEAN COLLEGE OF NEW JERSEY		IIA	1	1*	1	2	44.8	35.8	28.4	22.4	35.8	1	1*	1	2	54.5	44.4	35.8	28.8	44.3
MERCER COUNTY COMMUNITY COLL		III	1	1	1	2	38.3	32.7	27.4	21.1	30.6	1	1	1	3	46.2	39.7	33.6	26.3	37.3
MIDDLESEX COUNTY COLLEGE	22	III	1*	1*	1	1*	42.7	37.5	30.5	26.8	34.9	1*	1*	1*	1*	51.7	45.7	37.4	33.2	42.6
MONMOUTH COLLEGE		IIA	3	2	2		37.9	31.6	26.7	----	32.0	3	2	2		46.9	41.0	33.9	----	40.7
MONTCLAIR STATE COLLEGE		IIA	1	1	1	2	43.5	35.2	28.3	23.1	35.2	1	1	1	1	52.7	43.2	35.3	29.2	43.1
NEW JERSEY INST. OF TECH.		IIC					51.6	41.3	34.3		39.6					62.0	50.6	42.5		48.5
NORTHEASTERN BIBLE COLLEGE		IIC					----	----	----	----	19.8					----	----	----	----	23.5
OCEAN COUNTY COLLEGE		III	1	1*	1	2	39.7	36.9	27.1	21.1	31.0	1	1*	2	3	47.8	44.2	32.9	25.8	37.4
PASSAIC COUNTY COMM.COLLEGE	4	III			3	4	----	----	24.6	18.8	23.7			3	4	----	----	30.5	23.9	29.6
PRINCETON THEOL. SEMINARY		IIC					50.0	----	31.5		42.3					70.5	----	41.3		58.7
PRINCETON UNIVERSITY		I	1*	1	2	2	59.8	37.6	28.9	24.3	46.2	1*	2	2	3	73.5	45.4	35.0	27.5	56.4
RAMAPO COLL. OF NEW JERSEY		IIB	1*	1*	1*		43.2	35.2	27.6	----	34.8	1	1*	1*		53.0	44.0	35.0	----	43.4
RIDER COLLEGE		IIA	1	1*	1*		43.6	35.5	29.4	----	35.5	1	1	1		52.3	43.2	35.2	----	42.8
RUTGERS,ST.U.-CAMDEN	10	IIB	1*	1*	1*	1*	56.1	39.3	29.1	24.8	38.7	1*	1*	1*	1*	65.9	47.3	35.3	30.3	46.4
RUTGERS,ST.U.-NEWARK	10	IIA	1*	1*	1*	1	51.8	40.4	31.5	25.0	41.4	1*	1*	1*	1	61.5	48.5	38.2	30.5	49.6
RUTGERS,ST.U.-NEW BRUNSWICK	10	I	1	1	2	3	54.6	38.2	29.5	21.2	40.8	1	1	2	4	64.2	46.1	35.8	26.0	48.6
SAINT PETER'S COLLEGE		IIB	2	2	3	2	33.2	27.5	22.3	20.9	27.1	3	3	3	2	39.2	32.6	26.0	24.6	32.0
SALEM COMMUNITY COLLEGE		III				1	----	----	----	23.0	25.8				2	----	----	----	28.1	31.5
SETON HALL UNIVERSITY		IIA	2	2	2	2	40.4	33.1	27.1	21.7	32.1	2	2	2	2	48.2	39.7	32.7	26.5	38.5
SOMERSET COUNTY COLLEGE		III	1	2	3	4	37.2	30.4	24.1	18.4	29.1	2	2	3	4	45.2	37.2	29.7	22.9	35.6
STEVENS INST TECHNOLOGY		IIC					46.4	35.8	30.9	----	40.1					56.5	44.6	39.4	----	49.4
STOCKTON STATE COLLEGE		IIB	1	1*	1	1	41.8	33.4	25.2	21.6	31.2	1	1	1	1	49.8	40.3	30.8	26.5	37.7
TRENTON STATE COLLEGE		IIA	1	1*	1		44.3	36.1	28.7	----	35.2	1	1*	1		53.3	44.0	35.4	----	43.0
UNION COUNTY COLLEGE		III	1	2	2	3	39.0	29.9	24.8	20.2	28.6	1	3	3	3	47.1	36.5	30.5	25.2	35.0
UPSALA COLLEGE		IIB	2	2	3		34.1	27.7	22.4	----	27.2	2	2	3		40.9	33.7	27.0	----	32.9
WESTMINSTER CHOIR COLLEGE		IIC					34.8	27.7	20.1	14.7	24.5					42.4	33.6	24.5	17.7	29.7
WILLIAM PATERSON COLLEGE		IIA	1	1	1	2	43.8	34.6	27.8	22.5	35.5	1	1	1	2	53.4	43.0	35.1	28.9	43.9
NEW MEXICO																				
COLLEGE OF SANTA FE		IIB	5	3	4		22.4	24.7	20.2	----	22.5	5	4	4		25.9	28.5	23.3	----	25.9
COLLEGE OF THE SOUTHWEST		IIB									22.6									25.2
EASTERN NEW MEXICO UNIV.		IIA	4	4	3	3	35.5	29.8	25.4	20.9	27.5	4	4	3	3	42.2	35.6	30.6	25.4	33.0
EASTERN NEW MEXICO U-ROSWELL		III			1	1			27.8	23.5	24.1			1	1			33.6	28.4	29.1
NEW MEXICO HIGHLANDS UNIV.		IIA	5	5	5	4	31.1	25.0	21.6	18.9	26.0	5	5	5	4	36.9	29.6	25.3	23.3	30.8
NEW MEXICO INST. MIN.&TECH.		IIA	4	5	3		34.9	26.0	26.0	----	29.0	4	5	3		42.0	31.8	31.7	----	35.1
NEW MEXICO MILITARY INST		III		4	3	1	----	27.1	23.2	23.1	23.8		4	4	2	----	32.6	27.9	27.8	28.7
NEW MEXICO ST UNIV-LASCRUCES	1	I	5	5	5	5	38.9	29.8	24.4	19.2	31.5	5	5	5	5	45.7	35.4	29.0	22.7	37.3
NEW MEXICO ST UNIV-ALAMOGRDO	1	III		3	4	2	----	28.3	21.8	22.1	24.8		4	4	3	----	33.6	26.0	26.3	29.5
NEW MEXICO ST UNIV-CARLSBAD	1	III			2		----	----	24.9	----	26.0			3		----	----	29.6	----	30.8
NEW MEXICO ST UNIV-GRANTS BR	1	III			4	4		----	21.1	19.4	20.4			5	4		----	25.5	23.3	24.4
NEW MEXICO ST UNIV-DONA ANA	1	III			5	4			20.5	18.4	19.1			5	4			24.9	21.8	22.9
SAN JUAN COLLEGE		III			2	1	----	----	26.4	24.7	25.9			2	1	----	----	32.9	30.9	32.3
UNIV NEW MEXICO-ALBUQUERQUE		I	5	5	5	5	40.2	29.7	24.7	19.4	31.6	5	5	5	4	47.5	35.6	30.0	24.3	37.8
WESTERN NEW MEXICO UNIV.		IIA	4	4	5		33.6	28.2	22.6	----	26.5	5	5	5		39.6	33.3	26.8	----	31.3
NEW YORK																				
ADELPHI UNIVERSITY		I	4	5	4		40.9	30.4	27.1	----	32.8	4	5	4		49.2	36.8	33.0	----	39.6
ADIRONDACK COMMUNITY COLLEGE		III	3	3	4	4	33.1	27.4	21.9	18.2	26.5	2	3	4	4	43.0	35.9	28.9	24.1	34.7
ALBANY COLLEGE OF PHARMACY		IIC					38.8	29.1	----	----	30.3					48.5	36.8	----	----	38.1
ALFRED UNIVERSITY	56	IIA	3	2	3	4	37.5	31.8	25.9	18.8	31.5	3	3	3	5	46.1	38.6	31.0	22.1	38.2
ALFRED U.-NY ST COL CERAMICS		IIC					42.1	34.4	28.0	----	35.2					53.5	43.3	34.4	----	44.3
BARD COLLEGE		IIB	1	1	2		37.3	30.3	23.8		33.0	1	1	2		45.6	36.9	27.5		40.0
BARNARD COLLEGE		IIB	1*	1	1	2	48.9	32.2	26.2	20.5	32.9	1*	1*	1*	1	64.3	41.6	32.7	26.0	42.5
BROOME COMMUNITY COLLEGE		III	3	3	4	3	32.1	27.3	22.0	20.9	26.4	2	3	3	2	42.1	36.1	29.5	28.1	34.9
CANISIUS COLLEGE		IIB	1	1*	1		37.4	34.0	25.7	----	31.8	1	1	1		46.2	40.9	31.3	----	38.7
CAYUGA CO CMTY COLLEGE		III	3	4	4		33.4	26.8	21.7	----	30.0	1	2	3		45.7	36.8	30.2	----	41.1
CAZENOVIA COLLEGE		III	5		5	5	25.1	----	17.5	15.7	18.4	5		5	5	30.2	----	20.6	18.3	21.7
CLARKSON UNIVERSITY		IIC					51.5	38.6	31.6	28.4	39.8					62.1	46.8	36.7	33.1	47.5
CLINTON COMMUNITY COLLEGE		III	4	4	4		29.8	25.6	21.2	----	24.2	3	4	4		38.8	32.5	27.6	----	31.3
COLGATE UNIVERSITY		IIB	1*	1*	1*		47.8	35.3	27.0	----	35.6	1*	1*	1		59.4	43.8	32.1	----	43.6
COLLEGE OF MOUNT ST. VINCENT		IIB	3	3	3	3	31.4	25.2	22.5	19.3	24.1	3	4	3	3	35.6	28.8	25.5	21.6	27.8
COLLEGE OF NEW ROCHELLE		IIA	2	3	3	3	39.1	31.3	25.6	20.6	28.6	2	2	2	2	49.3	40.0	33.1	27.0	36.7
COLLEGE OF SAINT ROSE	57	IIA	5	5	5	4	30.8	25.0	20.7	19.0	24.1	5	5	5	5	37.4	30.0	24.7	22.1	28.8
COLUMBIA-GREENE COMM.COLLEGE		III	2	2	3		35.2	29.2	24.2	----	27.6	1	2	2		46.8	38.3	32.7	----	36.8
COLUMBIA UNIVERSITY	58	I	1	1*	1		56.7	40.9	30.5	----	44.5	1*	1*	2		71.7	49.0	35.5	----	55.1
COLUMBIA U.-TEACHERS COLLEGE		IIC					47.4	35.7	26.9	22.8	40.2					59.6	46.0	34.4	29.2	51.0
CMTY COLLEGE FINGER LAKES		III	4	4	4	5	29.4	24.6	21.3	17.7	24.2	4	4	4	4	38.2	32.6	27.6	23.7	31.7
CONCORDIA COLLEGE		IIB	4	5	5		26.4	21.5	17.8	----	21.7	4	4	5		32.5	26.6	22.3	----	26.9
COOPER UNION FOR ADV.SCI&ART		IIB	1	1*	1*		42.6	35.0	29.4		39.0	1	1*	1*		52.4	43.4	36.8		48.1
CORNELL UNIV.ENDOWED COLLS.	59	I	1	1	1		54.1	38.5	30.8	----	43.3	1	1	1		66.5	47.1	37.3	----	53.1
CORNELL UNIV STATUTORY CLLS		I	3	3	2	5	45.1	34.5	28.6	19.0	36.3	2	1	1	4	61.8	46.8	38.1	25.3	49.3
CORNING COMMUNITY COLLEGE		III	2	3	4		35.5	27.4	21.5	----	29.3	2	3	4		43.8	34.4	27.3	----	36.5
DOMINICAN COLL. OF BLAUVELT		IIB		2	2	2	----	27.7	23.5	19.9	24.1		2	2	2	----	33.6	28.3	24.7	29.2
DUTCHESS COMMUNITY COLLEGE		III	1*	1	1	3	40.7	34.4	28.3	20.4	30.7	1*	1*	1	2	53.3	45.1	37.2	27.0	40.3
D'YOUVILLE COLLEGE	26	IIC					31.1	23.7	17.9	16.4	21.9					35.8	27.4	20.4	18.2	25.1
ELMIRA COLLEGE		IIA	5	5	5	4	32.9	24.8	21.3	18.8	25.2	4	5	5	5	41.2	30.5	27.2	22.1	31.5
FORDHAM UNIVERSITY		I	2	1	2	1	50.3	37.4	29.2	25.6	38.6	2	2	2	1	61.1	44.8	35.4	30.4	46.6
FRIENDS WORLD COLLEGE		IIB									17.3									19.6
GENESEE COMMUNITY COLLEGE		III	4	4	5		29.0	24.6	19.9	----	26.7	4	4	5		37.5	31.7	25.5	----	34.4

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.										2	8	3			9	2		----	21.4	----			21.7	----
19.	ALL	98.	84.						66	56	44	2	23	30	41	2	44.3	35.4	29.8	----	44.6	35.8	29.2	----
24.	97.	85.	57.	27.					77	80	65	6	27	38	43	5	45.2	35.8	28.8	----	43.8	35.7	28.0	----
22.	ALL	98.	71.	24.					20	35	23	5	4	11	15	12	----	33.4	28.0	----	----	30.5	26.6	----
22.	ALL	ALL	93.	42.	6.5	8.0	7.9	14.1	32	38	46	7	10	30	34	12	43.3	38.8	31.5	31.6	40.8	35.9	29.1	24.1
27.	95.	92.	18.		11.4	10.0	10.1	----	37	51	20	1	3	12	8	4	----	31.9	26.9	----	----	30.1	26.0	----
23.	97.	93.	53.	57.	8.8	8.2	8.7	9.6	99	98	90	6	38	56	58	8	43.7	35.6	28.6	23.1	42.9	34.6	27.9	23.1
22.	98.	78.	29.						81	100	44		1	9	11		----	41.4	34.4		----	40.0	33.9	
19.									1	3	4	1					----	----	----	----				
21.	ALL	ALL	82.	19.					9	26	11	8	3	10	17	13	----	38.6	29.2	21.5	----	32.7	25.7	20.9
25.			47.	17.					3	3	7	11	1	2	12	18	----	----	23.5	19.4	----	----	25.2	18.4
39.	ALL				7.0	----	7.0		20	3	10		2	1	6		----	----	31.5		----	----	31.5	
22.	ALL	ALL			7.9	10.3	8.5		319	52	149	12	17	9	37	3	60.0	37.6	29.1	----	55.7	37.7	28.2	----
25.	98.	ALL	40.						35	32	30	1	7	12	15	2	43.3	36.3	28.1	----	42.9	32.5	26.6	----
21.	98.	93.	13.		7.1	8.5	8.3	----	39	75	38	2	6	19	17	1	44.3	36.5	29.8	----	39.2	31.4	28.7	----
20.	ALL	86.	6.						39	69	29	7	2	25	22	7	----	39.4	29.2	24.8	----	38.9	28.9	24.9
20.	99.	85.	8.						107	99	54	5	19	46	47	6	51.3	40.9	32.3	----	54.3	39.1	30.6	----
19.	98.	96.	4.						435	306	191	32	59	113	116	27	54.9	38.5	30.3	21.8	52.8	37.4	28.3	20.4
18.	86.	84.	17.		5.0	5.2	5.3	6.0	31	44	25	5	5	7	10	3	----	27.8	22.7	----	----	25.5	21.3	----
22.				25.	----	----	9.8	9.5	1	5	1	4			4	8	----	----	----	----			----	----
20.	ALL	82.	36.	8.	5.2	5.2	5.2		67	77	75	3	11	28	44	10	40.4	33.6	27.6	----	40.2	31.6	26.3	----
22.	ALL	97.	61.		7.0	7.6	7.6	7.6	13	19	10	6	9	12	13	4	37.7	30.0	26.1	----	36.5	31.2	22.6	----
23.	91.	32.							79	43	23	3		4	1	1	----	----	----	----		----	----	----
21.	ALL	88.	12.						32	35	34	8	3	16	24	6	----	33.7	25.2	22.3	----	32.8	25.3	20.6
22.	97.	93.	61.						72	91	73	1	22	21	61	4	44.6	36.3	29.4	----	43.4	35.0	27.8	----
22.	ALL	96.	61.	39.					29	38	19	5	8	30	27	26	39.6	30.3	25.0	----	37.1	29.4	24.7	----
21.	ALL	ALL	28.		4.7	5.1	5.5	----	14	16	11	2	3	3	7	3	----	----	21.9	----	----	----	23.3	----
21.	ALL	94.	50.		4.5	5.5	6.7	11.9	4	10	4	5	2	6	4	3	----	27.3	----	----	----	28.4	----	----
24.	97.	88.	42.	14.					84	69	52	3	28	45	45	4	44.0	35.0	27.9	----	43.3	34.1	27.7	----
15.	ALL	65.							6	14	6		2	6	7	2	----	21.1	18.2		----	33.2	21.9	----
11.																								
20.	96.	68.	32.		0.9	2.4	2.0	4.2	21	37	34	16	4	4	22	11	----	----	26.0	21.5	----	----	24.5	20.0
21.			83.	46.			----	1.1			4	26			2	15			----	24.3			----	22.3
18.	95.	71.	19.		2.0	2.0	2.0	2.0	38	29	21	4	6	6	11	3	31.3	25.4	22.6	----	29.7	23.1	19.7	----
21.	97.	94.			1.8	1.0	0.6		37	29	13	2	1	4	2		----	----	----	----	----	----	----	
20.		ALL	83.		----	6.4	5.5	6.9	3	11	19	6	1		4	3	----	----	----	----	----		----	----
18.	94.	71.	4.	4.	3.5	3.2	3.9	3.2	209	142	100	13	13	19	47	11	39.1	30.0	24.8	20.6	34.6	27.8	23.5	17.5
19.		ALL	50.		----	3.2	3.3	3.9	3	4	5	5		3	3	3	----	----	----	----		----	----	----
19.			40.		----	----	13.1	----	1	1	6	2	3		4	2	----	----	----	----	----		----	----
20.			33.				----	4.0		1	3	4			3	2		----	----	----			----	----
19.			71.	7.			----	3.3			3	8			4	6			----	16.7			----	20.7
25.									1	4	8	28	1	1	4	13	----	----	----	24.8	----	----	----	24.4
20.	98.	88.	16.	18.	3.2	3.4	3.9	2.1	262	182	135		22	42	83	11	40.6	29.9	25.6		36.2	28.8	23.3	----
18.	ALL	74.	7.		2.8	3.0	4.2	----	15	21	7	3	3	2	7	1	----	----	24.0	----	----	----	21.2	----
21.	ALL	89.	49.						91	66	35	3	20	58	50	2	41.2	31.0	27.1	----	39.4	29.6	27.1	----
31.	ALL	90.	48.	14.	6.0	6.2	7.3	8.7	25	13	15	3	5	7	6	11	----	28.2	21.9	----	----	25.9	21.9	----
26.	ALL	ALL							11	7	3	1		2	1	3	----	----	----	----		----	----	----
21.	89.	63.	11.		5.1	5.1	6.3	7.3	55	38	25	3	1	5	21	5	----	----	27.0	----	----	----	24.6	----
26.	ALL	67.	75.						17	14	8	1		1	4		----	----	----	----		----	----	
21.	ALL	80.			5.9	6.4	9.8		29	6	7		3	4	5		----	----	----		----	----	----	
29.	ALL	88.			6.9	7.4	10.7	5.9	22	6	21	10	25	10	25	22	50.4	33.3	26.6	19.9	47.5	31.5	25.8	20.7
33.	ALL	94.	49.	25.					33	49	30	5	8	17	23	7	32.7	27.9	22.8	----	29.9	25.5	20.9	----
22.	ALL	89.	22.		5.9	5.6	6.5	----	40	60	39	3	2	5	15	1	----	----	26.0	----	----	----	24.8	----
37.	ALL	92.	86.						41	7	3	1	3	5	4	4	----	----	----	----	----	----	----	----
18.	ALL		22.		5.4	----	6.2	5.0	3		3	5	3	3	6	9	----		----	----	----	----	----	----
19.	75.	64.	3.		6.5	7.9	7.5	----	56	58	55	4	1	3	10	2	----	----	31.9	----	----	----	30.0	----
29.	ALL	ALL	57.		8.0	8.0	8.2		5	8	7	1	1	6	7		----	26.3	19.7	----	----	24.6	22.6	
23.	98.	96.			6.7	9.5	17.4	----	54	38	39	3	1	10	31	1	----	35.8	27.6	----	----	33.2	26.2	----
15.	ALL	80.	26.		5.6	7.1	10.3	12.6	2	7	9	1	4	18	18	5	----	24.6	22.5	----	----	25.4	22.5	----
28.	ALL	97.	27.		5.2	3.8	3.2	3.4	4	13	9	3	8	18	24	11	----	31.5	25.4	----	----	31.2	25.7	----
20.	85.	84.	22.		3.5	3.2	3.7	6.5	8	15	14	4	5	16	9	4	----	25.2	21.0	----	----	24.9	20.3	----
34.	ALL	ALL	67.		8.9	9.8	10.0	----	7	8	7	2		3	8	1	----	----	25.7	----		----	22.9	----
24.	94.	35.			8.3	10.3	10.3	----	423	89	202	1	37	37	77		57.4	41.0	30.9	----	49.5	40.9	29.4	
27.	ALL	71.			6.6	7.5	8.2	----	58	22	8	4	15	19	8	3	47.4	36.7	26.1	----	47.3	34.6	27.7	----
31.	ALL	92.	62.	44.	7.7	7.7	7.4	9.1	17	17	7	5	4	9	14	4	----	24.5	21.7	----	----	24.9	21.1	----
24.	ALL	73.	10.		0.0	0.0	0.0	----	10	10	4	1		1	6		----	----	----	----		----	----	
23.	ALL	62.			6.8	8.5	10.5		29	11	5		1	2	1		----	----	----		----	----	----	
23.	99.	89.			10.2	12.6	11.6	5.3	407	139	119	3	12	30	39	1	54.4	38.9	31.7	----	44.1	36.7	27.9	----
36.	99.	87.			0.0	0.0	0.3	3.6	282	195	104	13	20	35	45	3	45.4	34.8	28.8	----	41.0	32.9	28.1	----
25.	97.	ALL	17.		6.0	6.0	6.0	----	50	11	11	1	9	9	7	4	36.0	28.3	21.4	----	32.6	26.4	21.6	----
21.		ALL	50.	8.	----	8.7	8.5	13.0	1	5	3	4	2	3	23	9	----	----	----	----	----	----	----	----
31.	ALL	ALL	94.	12.	7.3	7.7	8.3	10.0	29	27	18	17	6	14	13	24	41.4	35.6	28.5	20.7	37.3	32.1	27.9	20.3
15.	78.	62.	21.		3.0	3.2	3.2	----	6	9	7	1	3	20	17	6	----	23.6	18.3	----	----	23.7	17.7	----
25.	ALL	95.	22.						15	13	11	1	3	7	12	5	----	24.7	22.7	----	----	25.0	20.0	----
21.	96.	83.	30.		5.6	5.8	6.2	----	123	125	93	6	16	47	41	7	51.1	36.9	29.8	24.7	44.6	38.6	27.9	26.3
13.																								
29.					7.8	8.1	7.2	----	30	10	3	2	12	7	4		29.6	25.6	----	----	27.6	23.1	----	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK(CONTD)																				
HAMILTON COLLEGE		IIB	1*	1*	1	1	45.6	34.4	26.0	22.2	33.1	1*	1	1	1	55.4	40.8	30.9	26.2	39.6
HARTWICK COLLEGE		IIB	2	1	2		35.3	31.4	23.2	----	29.5	2	1	3		42.6	37.4	27.1	----	35.1
HERKIMER COUNTY COMM.COLLEGE		III	3	2	4	5	33.4	28.9	21.5	15.6	24.3	2	2	4	5	42.6	37.0	27.9	20.5	31.3
HILBERT COLLEGE		III				5	----	----	----	16.7	18.1				5	----	----	----	19.6	21.2
HOBART-WILLIAM SMITH CLLS		IIB	1	1	1	1	40.0	31.1	24.5	21.2	32.6	1	1	1	2	50.4	38.1	29.8	25.2	40.5
HOUGHTON COLLEGE		IIB	4	4	4		26.6	23.1	20.4	----	23.4	4	4	4		33.4	28.2	24.6	----	28.7
HUDSON VALLEY COMMUNITY COLL		III	2	2	3	4	33.8	30.1	24.7	18.4	28.0	2	1	2	5	43.6	38.9	32.1	21.5	35.8
IONA COLLEGE		IIA	1	1	1	1	43.7	35.1	28.8	23.8	34.1	1	1	1	2	53.3	42.8	34.6	27.5	41.3
ITHACA COLLEGE		IIB	1	1	2	3	37.1	31.5	24.3	18.6	28.6	1	1	2	3	45.6	38.3	29.4	22.5	34.9
JAMESTOWN COMMUNITY COLLEGE		III	3	3	4	4	33.5	28.2	22.5	18.5	25.3	2	2	3	3	43.1	36.7	29.8	25.1	33.3
JEFFERSON COMMUNITY COLLEGE		III	1	1	3	3	38.3	31.6	24.0	20.0	28.7	1	1	2	3	48.5	40.4	31.2	26.3	36.9
KEUKA COLLEGE		IIB	5	5	5	5	22.9	20.5	17.4	13.9	19.0	5	5	5	5	26.8	23.9	20.5	16.1	22.3
KING'S COLLEGE		IIB	4	4	3	4	28.9	22.1	22.5	17.2	22.9	3	5	3	4	35.2	25.9	26.7	19.5	27.1
LE MOYNE COLLEGE		IIB	1	1	2	1	37.5	30.6	24.0	23.0	28.8	2	1	2	1	44.6	37.1	28.9	27.7	34.7
LONG ISLAND UNIVERSITY		IIA	2	2	3	3	40.3	31.9	25.9	21.2	33.6	2	2	3	3	49.9	39.4	31.5	25.6	41.3
MANHATTAN COLLEGE		IIA	1	1*	1	3	42.6	36.2	28.3	21.2	33.3	1	1*	1	4	52.7	45.5	34.5	24.3	41.2
MANHATTANVILLE COLLEGE		IIA	4	2	4		36.6	32.6	23.6	----	29.6	3	2	5		45.0	40.3	28.2	----	36.1
MARIST COLLEGE		IIB	1	1	1	4	40.1	31.1	26.0	17.5	27.6	1	1	1	4	50.6	40.3	32.0	20.5	34.4
MARYKNOLL SCHOOL OF THEOLOGY		IIC					24.5	20.7	----		21.6					25.8	24.0	----		23.8
MARYMOUNT COLLEGE		IIB	2	2	2		33.9	27.9	23.0	----	27.3	2	2	2		41.9	34.8	29.1	----	34.1
MARYMOUNT MANHATTAN COLLEGE		IIB		2	2		----	28.1	23.8	----	26.3		2	2		----	33.8	28.6	----	31.6
MATER DEI COLLEGE		III				5	----		----	15.6	16.8				5	----		----	18.2	19.7
MERCY COLLEGE		IIB	1	1	2	3	38.7	29.8	23.7	19.0	27.5	2	2	3	3	44.5	34.5	27.1	21.7	31.6
MOLLOY COLLEGE		IIB	2	4	4	5	33.0	24.6	20.5	14.8	21.6	3	4	4	5	39.1	29.7	24.2	18.0	25.8
MONROE COMMUNITY COLLEGE	4	III	1	1	1	2	38.1	32.2	26.7	21.6	31.7	1	1	1	2	48.5	41.2	33.8	27.2	40.4
MOUNT SAINT MARY COLLEGE		IIB	3	3	3	3	30.4	26.4	22.0	17.9	23.4	3	3	3	3	35.3	30.8	26.3	21.2	27.6
NASSAU COMMUNITY COLLEGE		III	1*	1*	1	2	45.6	36.5	29.6	22.2	37.1	1*	1*	1*	1	60.1	48.4	39.8	31.9	49.4
NAZARETH COLL. OF ROCHESTER	6	IIB	2	2	2		34.4	29.2	24.0	----	28.6	2	2	2		40.2	34.5	28.7	----	33.8
N.Y. COLLEGE PODIATRIC MED.		IIC					32.5	30.5	25.2	23.8	28.7					39.9	37.6	31.6	29.9	35.6
NEW YORK UNIVERSITY		I	1	1	1*	1	55.8	38.0	32.7	24.5	43.6	1	1	1*	1	67.8	46.9	40.4	30.2	53.3
NIAGARA COUNTY COMM.COLLEGE	9	III	2	2	2	3	36.1	29.9	25.0	20.2	29.0	1	2	2	3	46.1	38.4	32.4	26.4	37.2
NIAGARA UNIVERSITY		IIA	5	5	4	4	32.6	27.7	24.1	19.9	27.9	5	5	4	4	38.9	33.3	29.3	24.5	33.5
NORTH COUNTRY COMM.COLLEGE		III	3	5	4	5	32.6	23.9	21.2	17.1	22.4	2	4	4	4	42.2	31.4	28.0	22.9	29.5
ONONDAGA CMTY COLLEGE		III	1	2	1	2	37.0	29.6	26.7	22.2	30.2	1	1	1	1	48.1	39.0	35.3	29.7	39.6
ORANGE CO CMTY COLLEGE		III	1	1	2	3	37.1	32.1	24.8	20.0	27.9	1	1*	1	2	50.0	43.5	34.2	28.0	38.2
PACE UNIVERSITY		IIA	1*	1*	1*	1*	46.1	36.6	29.8	27.2	37.6	1	1*	1	1*	55.3	43.8	36.1	32.3	45.1
POLYTECHNIC UNIVERSITY		IIC					46.0	35.6	31.0	----	40.7					58.0	45.2	38.0	----	51.2
RENSSELAER POLY INSTITUTE		I	1	1	1		52.6	38.0	32.0		43.8	1	1	1		63.8	46.7	38.0		53.2
ROCHESTER INST.OF TECHNOLOGY		IIA	2	2	2	2	38.9	33.4	27.5	21.9	30.2	3	2	2	2	47.2	41.0	33.6	27.1	36.9
ROCKEFELLER UNIVERSITY		IIC					70.6	39.7	27.6	23.5	35.8					90.1	50.5	33.7	28.4	44.7
RUSSELL SAGE COLLEGE		IIA	4	5	4	5	36.0	27.3	23.4	18.4	27.2	4	4	4	4	44.0	33.8	29.4	24.0	33.8
ST.BONAVENTURE UNIVERSITY		IIA	5	5	4	2	32.0	27.3	24.4	23.3	27.1	5	5	4	2	39.5	33.5	29.9	28.9	33.3
ST. FRANCIS COLLEGE		IIB	1	1	2	1	40.2	32.3	23.5	23.4	31.5	1	1	2	1	47.7	39.6	28.9	28.1	38.1
ST. JOHN FISHER COLLEGE		IIB	2	2	2		33.1	28.1	24.2	----	27.6	2	2	2		39.8	34.6	28.7	----	33.3
SAINT LAWRENCE UNIVERSITY		IIB	1*	1	1	1	45.2	32.8	25.4	21.5	33.3	1*	1	1	1	56.4	41.2	31.0	25.4	41.3
ST. THOMAS AQUINAS COLLEGE		IIB	2	2	2	2	34.6	28.5	23.2	19.6	26.2	3	2	3	3	38.8	32.8	26.8	22.3	30.0
SARAH LAWRENCE COLLEGE		IIA									33.3									40.9
SCHECECTADY COUNTY COMM.COLL		III	3	4	5		32.4	27.1	20.3	----	24.6	3	3	4		41.3	34.8	26.6	----	31.8
SIENA COLLEGE		IIB	1	2	2		36.5	27.4	22.9	----	26.4	1	2	2		46.0	34.6	28.2	----	32.9
SKIDMORE COLLEGE		IIB	1*	1	1	2	43.3	31.8	25.3	19.6	31.5	1	1	1	2	53.0	39.2	31.1	24.0	38.6
SUNY AGRL TECH C ALFRED		III	2	1	2	3	36.4	31.3	26.3	20.2	30.4	1	1	1	3	47.6	40.8	33.9	25.9	39.5
SUNY AGRL TECH C CANTON		III	2	2	3	2	35.1	29.2	24.6	21.3	28.8	1	2	2	1	45.5	38.0	32.0	28.3	37.5
SUNY AGRL TECH C COBLESKL		III	2	2	3	2	35.8	29.4	24.3	21.4	29.3	2	2	2	2	44.8	38.4	31.5	27.7	37.4
SUNY AGRL TECH C DELHI		III	2	3	3	4	35.7	28.8	24.6	18.0	28.3	1	2	2	4	46.2	37.6	31.7	23.5	36.8
SUNY AGRL TECH C FARMNGDL		III	1	2	3	2	38.5	29.9	24.4	21.6	30.0	1*	1	2	2	50.1	38.7	31.5	27.4	38.9
SUNY AGRL TECH C MORRISVL		III	1	2	3	3	36.7	30.4	23.8	20.4	28.5	1	1	2	3	48.0	40.0	31.1	26.2	37.3
SUNY COLLEGE AT BROCKPORT		IIA	2	1	1	4	41.8	34.3	28.5	19.3	33.5	1	1	1*	4	53.2	43.7	36.2	24.8	42.7
SUNY COLLEGE AT BUFFALO		IIA	2	3	3	3	39.7	31.0	25.0	20.3	32.1	2	2	3	3	51.0	40.0	31.9	25.9	41.3
SUNY COLLEGE AT CORTLAND		IIA	2	3	4	4	39.7	30.6	24.2	19.6	31.9	2	2	4	3	50.8	39.4	30.5	25.4	40.9
SUNY COLLEGE AT FREDONIA		IIA	2	2	3	3	40.9	32.2	26.0	20.7	33.9	2	2	2	2	52.0	40.9	32.7	26.5	43.1
SUNY COLLEGE AT GENESEO		IIA	2	2	4	4	40.6	32.8	23.9	19.4	30.5	2	1	4	4	51.7	42.2	30.0	23.9	38.8
SUNY COLLEGE AT NEW PALTZ		IIA	2	2	2		39.8	33.2	27.1	----	33.7	2	1	1		50.7	42.5	34.5	----	43.0
SUNY COLLEGE OLD WESTBURY		IIB	1*	1*	1		46.4	34.4	25.9	----	31.1	1*	1*	1		58.2	43.9	32.6	----	39.4
SUNY COLLEGE AT ONEONTA		IIA	2	2	2		39.6	31.8	26.4	----	33.2	2	2	2		50.7	41.2	34.1	----	42.7
SUNY COLLEGE AT OSWEGO		IIA	2	3	4	2	39.9	31.0	24.4	23.0	32.7	2	2	3	2	50.8	39.8	30.9	28.7	41.7
SUNY COLLEGE PLATTSBURGH		IIA	2	2	3	5	39.3	32.9	25.4	18.4	31.7	2	1	3	4	49.7	42.0	32.1	23.8	40.3
SUNY COLLEGE AT POTSDAM		IIA	3	3	4	5	38.6	30.8	24.9	18.6	30.8	2	2	3	4	49.7	39.8	31.9	23.8	39.7
SUNY COLLEGE AT PURCHASE		IIB	1	1	2		40.8	30.8	23.9	----	29.6	1	1	1		51.5	39.1	29.9	----	37.3
SUNY C OF TECH UTICA-ROME		IIA		2	3		----	32.0	26.1	----	29.1		2	2		----	40.3	32.7	----	36.6
SUNY C ENVRNMTL SCI-FORS		IIA	2	1	5		40.4	33.8	23.2	----	35.6	2	1	4		51.3	42.5	28.9	----	45.0
SUNY EMPIRE STATE COLLEGE		IIB	1	1	1	1	37.7	31.6	25.5	22.3	28.5	1	1	1	1*	47.2	40.0	32.3	28.6	36.3
SUNY MARITIME COLLEGE		IIB	1	2	1		41.7	29.5	25.3	----	31.1	1*	1	1		54.0	37.4	31.8	----	39.4
SUNY STATE C OF OPTOMETRY		IIC					44.8	39.0	28.9	15.4	33.5					55.4	48.9	35.8	18.9	41.7
SUNY AT ALBANY		I	1	1	2		52.1	37.9	28.5		40.2	1	1*	2		64.7	47.9	35.8		50.4
SUNY AT BINGHAMTON		I	2	2	4		50.4	35.8	27.5		37.9	2	2	3		62.8	45.1	34.4		47.3
SUNY AT BUFFALO		I	1	1	2		52.8	37.7	29.8	----	41.1	1	1	1		65.4	47.4	37.1	----	51.6
SUNY AT STONY BROOK		I	1	1	3	2	53.5	37.2	27.9	23.8	40.9	1	1	3	2	66.2	46.7	34.6	28.2	50.8
SULLIVAN CO CMTY COLLEGE		III	3	2	4		33.3	29.4	22.7	----	29.0	2	2	3		42.8	38.0	29.9	----	37.5
SYRACUSE UNIVERSITY		I	3	4	5	3	44.6	32.3	26.2	22.0	35.7	3	3	4	2	57.0	41.4	33.1	29.5	45.6

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	97.	96.			9.1	12.2	11.3	13.2	39	18	41	5		7	22	2	----	34.2	26.6	----		34.8	24.8	----
19.	ALL	83.	11.		7.6	9.0	10.3		27	26	19		5	3	16	2	----	----	23.2		----	----	23.2	----
29.	ALL	ALL	45.						12	20	17	7	2	3	5	8	----	----	----	16.6	----	----	----	14.7
17.										4	1	3	1	1	4	8		----	----	----	----	----	----	----
24.	ALL	91.			6.3	7.9	9.0	----	43	25	16	3	7	7	15	3	40.4	31.3	24.5	----	37.4	30.1	24.5	----
23.	96.	67.	26.		11.9	12.7	8.6	----	25	26	12	4	3	4	7	1	----	----	20.4	----	----	----	20.5	----
28.	ALL	ALL	71.		5.0	5.0	5.0	5.0	63	55	45	18	24	14	37	23	34.2	30.2	26.1	18.6	32.8	29.6	23.0	18.2
21.	ALL	76.	28.		6.5	6.4	7.5	6.5	33	43	41	5	4	8	19	4	----	35.5	29.0	----	----	32.7	28.4	----
22.	ALL	91.	8.		6.6	6.7	7.5	----	50	84	82	10	11	17	59	4	37.2	31.9	25.0	----	36.4	29.7	23.2	----
31.	ALL	ALL	75.	18.	6.1	6.4	6.9	8.2	20	23	24	6	4	10	16	11	----	28.6	22.9	17.9	----	27.2	21.7	18.9
29.	ALL	ALL	50.						13	12	4	6	1	3	6	2	----	----	----	----	----	----	----	----
17.	92.	29.	13.						8	5	5	1	4	2	11	5	----	----	----	----	----	----	----	----
19.	ALL	60.	63.						8	10	13	3	1		6	3	----	----	22.8	----	----		21.8	----
20.	95.	98.	19.		8.2	8.2	9.5	8.9	20	34	28	9	2	9	14	2	----	31.1	24.3	----	----	28.9	23.3	----
23.	94.	52.	9.		7.5	8.6	11.7	9.9	220	127	81	15	37	57	55	18	40.8	32.7	27.1	22.1	37.6	30.3	24.2	20.5
24.	94.	90.	29.		4.9	5.6	6.1	8.1	33	64	61	9	1	8	17	2	----	36.5	28.8	----	----	33.9	26.6	----
22.	ALL	69.	19.		8.1	9.5	10.8	----	11	12	9	1	10	4	12	2	36.7	----	24.3	----	36.4	----	23.1	----
25.	ALL	92.	26.		6.7	7.1	8.2	----	12	21	42	5		5	27	8	----	----	27.4	----		----	23.8	----
10.					7.4	11.0	----		4	5	2		3	2			----	----	----		----	----		
25.	ALL	96.	23.		8.0	13.5	8.4	----	12	10	8		4	14	14	3	----	29.1	26.3		----	27.1	21.1	----
20.		83.	69.		----	0.0	0.0	----	3	8	11		2	10	15	2	----	27.8	23.9		----	28.3	23.7	----
17.									1		1	9	1		4	14	----		----	14.9	----		----	16.0
15.	79.	27.			3.4	5.6	7.6	10.1	26	38	54	10	17	26	45	19	39.3	29.2	23.9	19.0	37.7	30.8	23.4	19.0
19.	ALL	80.	59.		7.0	7.0	7.0	7.0	1	10	3	2	9	10	53	14	----	25.7	----	----	----	23.5	----	----
27.	ALL	99.	71.	3.	3.1	5.4	5.3	5.6	72	58	33	16	23	32	35	13	38.4	32.4	27.3	21.3	37.3	31.8	26.1	21.9
18.	ALL	75.	32.		7.2	12.9	10.5	12.3	5	3	6	2	4	5	16	8	----	----	21.4	----	----	----	22.3	----
33.	ALL	99.	88.		7.8	7.5	7.4	7.2	159	66	65	23	62	53	67	33	45.9	37.0	30.1	23.5	44.7	35.9	29.1	21.[illegible]
18.	95.	69.	6.		7.0	7.6	7.1	----	8	21	13	1	14	14	19		35.6	29.3	24.8	----	33.8	28.9	23.4	
24.					5.0	5.0	5.0	5.0	15	16	14	6		3	2	1	----	----	----	----		----	----	----
22.	96.	73.			7.0	8.4	8.8	7.7	432	242	157	27	78	94	85	21	57.1	38.4	33.9	24.8	48.6	37.0	30.5	24.1
29.	ALL	95.	80.	11.					34	30	13	12	6	11	7	16	36.5	30.7	25.4	20.8	33.5	27.8	24.3	19.8
20.	ALL	92.	26.						28	39	21	2	11	21	13	4	33.6	28.5	25.5	----	30.1	26.3	22.0	----
32.	ALL	85.	40.	9.					4	13	7	3	2		13	8	----	----	18.3	----	----		22.8	----
31.	ALL	ALL	85.	38.					31	39	34	5	15	32	26	3	37.4	30.0	26.1	----	36.1	29.1	27.4	----
37.	ALL	ALL	82.	31.					23	30	17	17	4	7	21	18	----	31.9	25.6	21.4	----	32.8	24.1	18.6
20.	96.	52.	54.	4.	7.8	8.1	6.9	9.6	154	86	78	8	38	43	59	20	46.8	36.6	29.7	28.2	42.9	36.6	29.8	26.8
26.	98.	84.			4.7	5.7	6.4	----	119	57	23	3	2	6	4	1	----	35.9	----	----	----	32.6	----	----
21.	94.	82.			5.8	6.1	6.4		171	100	59		5	7	18		----	38.1	32.9		----	36.6	29.0	
22.	93.	78.	25.	5.	3.2	3.4	3.4	2.5	110	155	144	25	11	32	51	14	39.3	33.7	28.0	21.8	35.1	32.2	26.1	22.1
25.	ALL	25.			6.7	5.2	6.9	5.1	48	54	71	70		6	19	24	----	40.1	27.8	23.8		35.7	26.5	22.6
24.	96.	90.	26.						18	20	13	3	10	29	30	7	36.0	29.0	25.4	----	36.0	26.1	22.6	----
23.	ALL	94.	39.	7.	8.6	10.8	11.0	7.7	35	49	39	12		5	10	3	----	----	24.6	----		----	23.9	----
21.	83.	53.	8.		7.0	8.0	7.0	8.2	16	12	10	4	2	5	3	4	----	----	----	----	----	----	----	----
20.	ALL	60.							22	32	22	5	1	8	13		----	29.1	25.6	----	----	24.4	21.8	
24.	96.	96.	20.		7.8	7.7	7.2	----	51	46	35	3	4	7	11	4	----	33.1	25.7	----	----	30.6	24.6	----
15.	ALL	73.	21.		8.2	7.2	7.3	----	5	7	13	4	4	8	11	2	----	29.7	23.3	----	----	27.4	22.9	----
23.																								
29.	94.	86.	18.						11	11	8	4	5	3	9	1	----	----	21.0	----	----	----	19.8	----
25.	ALL	96.	20.		5.0	5.0	7.9	----	20	23	51		1	5	15	1	----	----	23.2		----	----	21.8	----
23.	96.	87.	16.		4.7	7.4	12.4	----	37	29	39	6	9	16	29	6	43.6	31.8	26.3	20.8	42.2	31.8	23.9	18.5
30.	96.	95.	39.						62	52	36	15	5	7	10	7	----	31.6	27.1	21.6	----	29.3	23.5	17.4
30.	98.	96.	28.						34	19	23	11	6	4	9	6	35.0	----	25.1	23.0	35.3	----	23.4	18.2
28.	ALL	93.	43.						40	22	31	8	10	7	11	6	35.8	29.5	24.7	22.5	35.8	29.0	23.2	19.9
30.	ALL	93.	50.	14.					35	34	25	11	1	6	7	3	----	28.6	24.8	----	----	29.7	23.9	----
29.	ALL	94.	58.						88	62	46	29	17	19	39	18	39.2	30.5	25.4	21.7	34.9	28.2	23.2	21.4
31.	ALL	89.	47.	37.					32	32	22	9	5	6	25	10	----	30.7	24.9	22.1	----	28.4	22.8	18.9
27.	96.	94.	58.	4.					88	100	43	2	10	22	34	22	42.2	34.3	29.5	----	38.4	34.1	27.2	----
28.	99.	94.	20.						153	131	61	9	22	43	42	9	39.7	31.6	25.6	22.0	39.6	29.4	24.0	18.5
28.	ALL	81.	27.						81	70	35	4	10	24	17	9	39.6	30.9	24.7	----	40.8	29.9	23.1	----
27.	98.	89.	6.						92	60	34	5	2	11	13	5	----	32.6	27.0	----	----	29.9	23.5	----
27.	ALL	96.	14.	14.					57	64	55	2	7	5	29	5	40.5	----	24.6	----	41.3	----	22.5	----
28.	97.	79.	27.						94	82	43	1	9	24	28	1	39.9	33.6	27.9	----	38.6	31.5	25.9	----
27.	83.	74.	17.						16	23	29	2	2	15	24	1	----	35.1	26.8	----	----	33.2	24.8	----
29.	99.	92.	36.						92	79	36		11	18	25	1	39.9	32.2	27.1		37.2	30.1	25.4	----
28.	94.	88.	35.						109	107	37	7	12	34	23	3	40.1	31.5	25.0	----	38.0	29.5	23.4	----
27.	98.	92.	33.						73	67	53	2	7	20	28	6	39.5	33.8	25.8	----	37.3	29.9	24.8	----
29.	97.	90.	38.	22.					71	63	43	5	7	20	22	4	39.0	31.2	24.9	----	34.4	29.4	24.8	----
26.	95.	90.	3.						17	33	19	2	4	18	20		----	31.1	24.5	----	----	30.1	23.3	
26.		74.	9.						4	29	19	3		5	13		----	----	27.9	----		----	23.3	
26.	ALL	87.	11.						61	23	17	1	1		2		----	----	----	----	----		----	
27.	93.	86.	38.	14.					9	31	21	3	6	13	16	4	37.1	32.1	26.6	----	38.7	30.6	24.1	----
27.	94.	79.	23.						16	22	20	5	2	2	2		----	----	----	----	----	----	----	
24.	40.	31.							9	16	10	6	1		6	1	----	----	30.4	----	----		26.4	----
25.	98.	94.	14.						209	198	96		8	41	44		52.3	38.3	29.0		46.8	36.1	27.3	
25.	99.	91.	7.						140	134	69		9	31	39		50.8	36.4	28.3		45.0	33.2	26.1	
25.	99.	89.	5.						331	221	120	3	18	46	44	1	53.3	38.4	30.5	----	45.4	34.4	27.8	----
24.	98.	98.	5.						261	143	117	7	16	34	50	2	53.8	37.9	28.7	----	48.3	34.3	26.1	----
29.	96.	83.	67.						20	17	7	1	3	6	5	2	----	29.0	----	----	----	30.6	----	----
28.	98.	77.	17.	13.	5.7	6.5	7.3	8.1	369	195	150	7	25	70	78	8	45.0	33.0	27.3	23.2	39.3	30.2	24.1	20.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
NEW YORK(CONTD)																				
TROCAIRE COLLEGE		III			5	5	——	——	19.4	16.6	18.0			5	5	——	——	22.9	19.8	21.4
ULSTER CO CMTY COLLEGE		III	2	2	2	2	35.3	29.1	25.7	21.7	28.9	1	2	1	1	46.0	38.3	34.2	29.2	38.1
UNION COLLEGE		IIA	1	2	3	1	43.0	33.3	25.4	23.8	34.7	1	1	3	2	54.2	42.5	31.0	28.0	43.6
UNIVERSITY OF ROCHESTER		I	2	1	2	3	50.2	37.0	28.5	21.9	39.2	2	2	2	3	61.4	45.4	35.0	27.4	48.1
VASSAR COLLEGE		IIB	1*	1	1	1	45.8	32.5	25.9	22.5	33.6	1*	1	1	1	58.7	41.0	31.8	26.5	42.4
WELLS COLLEGE		IIB	3	3	4		29.5	25.0	20.7	——	25.4	3	3	4		36.1	30.0	24.7	——	30.7
WESTCHESTER COMMUNITY COLL.		III	1*	1*	1*		52.5	45.8	39.4	——	43.9	1*	1*	1*		66.9	58.5	50.9	——	56.3
NORTH CAROLINA																				
APPALACHIAN STATE UNIV		IIA	3	3	1	3	37.0	30.6	27.7	21.1	32.3	4	4	2	3	43.8	35.9	32.5	25.2	38.2
ATLANTIC CHRISTIAN COLLEGE		IIB	5	5	5	4	25.0	20.4	18.1	17.6	20.4	5	5	5	4	30.1	24.0	21.5	20.1	24.2
BARBER-SCOTIA COLLEGE		IIC					26.0	23.8	19.5	18.6	21.6					29.7	26.7	22.1	21.1	24.5
BELMONT ABBEY COLLEGE		IIB	4	4	4		26.0	22.7	19.7	——	21.8	5	5	4		29.8	25.8	23.1	——	25.1
BENNETT COLLEGE		IIB	5	5	5	5	23.2	19.6	17.1	15.5	18.9	5	5	5	5	26.8	22.5	19.4	17.1	21.5
CATAWBA COLLEGE		IIB	4	5	4	5	26.6	20.7	19.4	14.6	22.9	4	5	4	5	32.4	24.5	23.0	16.4	27.5
DAVIDSON COLLEGE	29	IIB	1	1	1		39.6	33.1	24.8	——	33.3	1	1*	1		49.7	41.8	30.7	——	41.7
DUKE UNIVERSITY		I	1	1	2	1*	52.9	37.1	30.2	29.3	43.6	1	1	2	1	64.9	45.8	35.3	33.7	53.2
EAST CAROLINA UNIVERSITY		IIA	2	2	2	2	40.4	33.1	26.8	22.5	31.6	2	2	3	2	48.0	39.3	31.8	26.9	37.6
ELIZABETH CITY STATE UNIV		IIB	2	1	1		35.6	29.9	26.5	——	29.5	2	2	1		43.0	36.1	32.0	——	35.6
ELON COLLEGE		IIB	4	4	4	4	28.5	24.5	21.0	17.7	22.8	4	4	4	4	33.9	29.0	24.9	20.9	27.0
FAYETTEVILLE STATE UNIV		IIB	1	1	1	1	38.0	31.3	26.7	22.5	29.3	1	1	1	1	45.2	37.7	32.3	27.5	35.3
GARDNER-WEBB COLLEGE	PNA	IIB																		
GREENSBORO COLLEGE		IIB	4	4	4		25.8	22.0	20.1	——	22.8	4	4	4		32.4	27.0	23.2	——	28.0
GUILFORD COLLEGE		IIB	2	3	3		33.5	26.3	21.9	——	26.7	2	3	3		41.2	32.6	27.1	——	33.0
HIGH POINT COLLEGE		IIB	4	4	4		29.1	24.3	20.9	——	23.8	4	4	4		34.8	29.2	24.9	——	28.4
JOHNSON C.SMITH UNIVERSITY		IIB	3	4	4	4	30.3	23.9	20.8	17.1	21.5	4	4	4	4	34.3	27.7	23.5	19.6	24.6
LENOIR-RHYNE COLLEGE		IIB	4	3	4	4	27.3	24.8	20.7	17.7	24.5	4	4	4	4	32.8	29.6	25.0	21.0	29.3
LIVINGSTONE COLLEGE		IIB		5	5	4	——	21.1	17.7	16.8	18.6		5	5	5	——	23.3	19.6	18.7	20.6
LOUISBURG COLLEGE		III	5		5	5	23.2	——	17.2	16.5	19.7	5		5	5	27.6	——	20.6	19.9	23.6
MARS HILL COLLEGE	4	IIB	4	4	4	4	26.4	23.6	20.7	16.8	23.6	5	4	4	5	29.8	27.1	23.4	18.7	26.8
MEREDITH COLLEGE		IIB	3	3	3	2	30.4	26.2	22.2	20.7	24.8	4	3	3	2	34.8	30.4	26.1	24.2	28.8
METHODIST COLLEGE		IIB	5	5	5	4	21.3	20.1	18.5	17.2	19.1	5	5	5	4	25.1	23.1	21.3	20.0	22.2
MOUNT OLIVE COLLEGE		IIB	5				20.2				20.2	5				22.8				22.8
NORTH CAROLINA A&T ST.UNIV.		IIA	2	2	1	1	39.0	33.7	27.9	23.5	31.2	3	2	2	2	46.5	40.3	33.4	28.5	37.3
NORTH CAROLINA CENTRAL UNIV		IIA	2	2	1	1	40.7	32.1	28.6	24.6	31.4	2	3	1	1	48.1	38.5	34.4	29.6	37.4
NORTH CAROLINA SCH ARTS		IIC								28.0	28.0								33.4	33.4
NORTH CAROLINA STATE UNIV		I	2	2	1	1	50.0	36.4	31.7	25.5	36.3	2	3	2	1	58.4	42.7	37.0	30.5	42.5
NORTH CAROLINA WESLEYAN COLL	1	IIB	5		4		24.6	——	20.9	——	21.5	5		4		28.6	——	23.6	——	24.5
PEACE COLLEGE		III	4		5		28.5	——	20.3		22.7	5		5		33.3	——	23.9		26.7
PEMBROKE STATE UNIV		IIB	1	1	1	1	38.8	32.0	25.1	22.8	30.6	1	1	1	1	46.3	38.3	30.3	27.5	36.7
PFEIFFER COLLEGE		IIB	5	4	5	4	23.5	22.0	18.9	16.4	20.7	5	4	5	4	29.5	26.6	22.5	19.7	25.2
PIEDMONT BIBLE COLLEGE		IIC									15.8									17.9
QUEENS COLLEGE		IIB	4	4	5		26.5	23.6	19.1	——	21.3	4	4	5		31.6	27.7	22.2	——	25.0
ROANOKE BIBLE COLLEGE		IIC					16.8	——	——		15.0					20.2	——	——		18.4
SACRED HEART COLLEGE		IIB			5		——	——	17.1	——	17.0			5		——	——	18.7	——	19.4
ST.ANDREWS PRESBYTERIAN COLL		IIB	3	3	4		32.4	25.9	20.2	——	23.8	3	3	4		37.7	30.4	23.1	——	27.6
SAINT AUGUSTINE'S COLLEGE		IIB	5	4	5	4	25.1	22.1	17.7	16.3	19.6	5	5	5	5	27.4	24.1	19.4	17.7	21.4
SAINT MARY'S COLLEGE		III		5	5	5	——	24.1	19.5	16.9	20.5		5	5	5	——	27.5	22.3	18.8	23.3
SALEM COLLEGE		IIB	3	3	2		30.5	25.2	22.8	——	26.1	3	3	2		36.1	29.8	28.0	——	31.0
SHAW UNIVERSITY		IIB	5	5	4	5	21.3	20.9	19.6	15.8	19.1	5	5	5	5	24.0	23.6	22.1	18.1	21.7
STHESTN BAPTIST THEOL SEM		IIC					28.0	——	——		27.1					36.1	——	——		35.0
UNIV OF N C ASHEVILLE		IIB	1	1	1*	1*	39.9	31.2	27.9	24.0	30.5	1	1	1*	1	47.2	37.0	32.7	28.4	36.0
UNIV OF N C CHAPEL HILL		I	2	1	1	1	50.7	36.8	30.4	27.5	40.5	2	2	2	1	59.2	43.1	35.3	33.3	47.4
UNIV OF N C CHARLOTTE		IIA	2	2	1		40.1	33.7	28.0		31.4	2	2	2		47.3	39.5	32.8		36.8
UNIV OF N C GREENSBORO		I	3	3	3	2	47.2	34.0	28.2	23.1	33.5	3	4	4	3	55.3	40.2	33.2	27.5	39.4
UNIV OF N C WILMINGTON		IIB	1	1	1*		39.1	32.5	27.1		30.0	1	1	1		46.6	38.6	32.0		35.6
WAKE FOREST UNIVERSITY		IIA	1	2	3	3	43.4	33.6	26.0	20.5	34.4	1	2	3	4	52.3	40.9	30.9	23.1	41.4
WESTERN CAROLINA UNIV		IIA	3	2	2	2	38.6	32.6	27.1	21.9	31.3	3	2	2	2	46.0	38.9	32.3	26.9	37.4
WINGATE COLLEGE		IIB	4	4	4	2	28.3	23.6	20.7	20.9	22.9	4	4	4	2	34.6	28.3	24.5	24.7	27.4
WINSTON-SALEM STATE UNIV		IIB	2	1	1	1	36.1	30.1	26.2	22.5	29.5	2	2	1	1	43.4	36.0	31.7	27.3	35.6
NORTH DAKOTA																				
DICKINSON STATE COLLEGE		IIB	3	2	1	1	29.7	27.2	24.8	21.6	25.7	3	2	1	1	36.8	33.4	30.4	26.2	31.5
MAYVILLE STATE COLLEGE		IIB	3	2	2		32.5	27.7	23.3		27.1	2	2	2		39.6	33.8	29.0		33.3
MINOT STATE COLLEGE		IIB	3	2	1	1	32.1	27.5	24.4	22.1	26.6	2	2	1	1	39.5	34.1	30.4	27.7	33.1
NORTH DAKOTA STATE UNIV.		IIA	3	3	2	4	37.1	30.4	26.4	19.7	28.8	4	3	3	4	44.7	36.9	32.2	24.4	34.9
UNIV NORTH DAKOTA-GRD FORKS		I	5	5	5	4	36.7	30.0	25.1	20.9	29.8	5	5	5	4	44.7	36.6	30.2	25.2	36.2
VALLEY CITY STATE COLLEGE		IIB	3	2	2	1	31.8	28.8	23.6	23.3	27.1	3	2	2	1	39.0	35.6	28.8	28.2	33.2
OHIO																				
AIR FORCE INST. OF TECH.	27	IIC					41.1	34.5	32.3	——	36.0					47.6	40.1	37.5	——	41.7
ANTIOCH UNIVERSITY		IIA	5	5	5		25.1	18.1	18.3		19.9	5	5	5		31.5	22.9	23.3		25.3
ART ACADEMY OF CINCINNATI		IIC									18.9									23.5
ASHLAND COLLEGE		IIA	5	5	5	5	27.3	24.4	20.1	17.8	22.6	5	5	5	5	33.0	29.5	24.4	21.7	27.4
ATHENAEUM OF OHIO	LFO	IIC							——	——	——							——	——	——
BALDWIN-WALLACE COLLEGE		IIB	3	3	3		32.0	26.3	21.9	——	28.2	2	2	2		40.2	33.5	28.6	——	35.8
BLUFFTON COLLEGE		IIB	5	5	5		23.6	20.7	18.1		20.8	5	5	5		28.2	24.2	21.5		24.7
BOWLING GREEN STATE UNIV.		I	4	3	4	4	42.8	33.8	27.5	19.7	33.6	4	3	4	5	51.0	40.7	33.3	23.8	40.3
BOWLING GREEN STATE U-FRLDS.		III		1	2	1	——	33.1	24.8	22.4	27.1		1	3	2	——	39.9	30.4	26.9	32.7
CAPITAL UNIVERSITY		IIB	3	4	3	3	31.3	22.9	21.3	18.3	26.0	3	4	3	3	39.2	28.7	25.8	21.7	32.2
CASE WESTERN RESERVE UNIV.		I	2	2	1	2	48.3	35.7	30.3	23.3	38.1	2	1	1	2	58.8	46.0	37.8	28.9	47.3
CEDARVILLE COLLEGE		IIB	4	4	3		29.2	24.2	21.3	——	23.9	4	4	3		34.4	28.7	25.2	——	28.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
18.					----	----	5.7	6.6	1		3		1	2	12	17	----		----		----	----	----	----
32.	ALL	ALL	57.	22.					28	18	11	12	4	7	3	11	----	29.6	----	21.5	----	27.6	----	21.9
26.	90.	50.			5.6	6.1	6.2	7.0	59	51	27	4	1	9	8	4	----	34.1	25.7	----	----	28.7	24.5	----
22.	96.	64.			8.5	9.2	9.4	7.6	204	114	85	1	13	31	68	23	50.6	38.0	31.0	----	43.9	33.0	25.5	----
26.	98.	ALL			7.0	7.0	8.4	----	46	30	36	3	15	23	35	3	46.1	32.8	26.3	----	44.8	32.1	25.4	----
21.	ALL	86.	30.		3.4	4.4	3.7	----	16	7	3	2	6	7	7	3	23.7	24.8	----	----	28.8	25.3	----	----
28.	ALL	ALL	90.		6.1	5.5	7.2	10.5	31	40	40		5	18	32	5	----	46.0	39.9		----	45.4	38.7	----
18.	98.	74.	20.		11.7	11.9	11.2	9.1	196	90	59	16	36	31	22	9	37.5	31.1	28.2	21.6	34.5	29.1	26.2	20.2
18.	86.	68.	19.		5.1	6.1	4.9	4.9	20	17	11	6	1	8	16	5	----	20.7	17.2	----	----	19.8	18.8	----
13.									4	5	2	7	2	3	4	3	----	----	----	----	----	----	----	----
15.	ALL	80.	27.						6	13	10	1		2	5	1	----	----	----	----		----	----	----
14.	33.	22.	31.		5.2	5.3	5.4	4.6	5	4	3	3	7	5	13	6	----	----	----	----	----	----	----	----
20.	91.	75.	23.		3.3	3.5	3.1	----	28	10	8	4	5	2	5	2	----	----	----	----	----	----	----	----
25.	ALL	97.	4.		5.8	7.3	10.9		42	36	25	4					----	----	----	----				
22.	99.	84.	5.		7.5	8.3	8.5	7.9	276	121	80	7	10	26	31	7	52.7	37.5	30.4	32.2	57.1	35.3	29.7	26.5
19.	98.	84.	41.		11.2	11.8	12.6	13.4	175	128	84	5	33	54	84	7	40.7	33.5	27.2	----	38.8	32.3	26.4	----
21.	97.	53.	23.		8.4	9.8	8.3	----	20	14	17	2	9	3	9	2	35.2	----	27.4	----	36.5	----	24.7	----
18.	93.	82.	10.		6.1	5.1	6.3	6.0	13	27	26	4	2	6	14	10	----	24.8	21.5	----	----	23.0	20.2	----
20.	84.	65.	32.	50.	10.0	9.8	10.2	11.2	21	36	37	5	4	10	19	5	----	31.2	26.6	----	----	31.7	26.8	----
23.	ALL	70.	17.		4.0	5.5	5.6	----	10	7	4		2	3	2	2	----	----	----		----	----	----	----
24.	ALL	83.	18.						21	20	12	3	3	10	10	2	----	27.9	24.3	----	----	23.1	19.1	----
19.	79.	71.	28.		11.4	8.7	7.4	12.0	14	13	13	1		4	5	4	----	----	----	----		----	----	----
14.	50.	67.	14.		----	8.7	5.8	5.7	4	12	16	4	2	3	12	11	----	----	20.9	----	----	----	20.5	----
20.	ALL	78.	30.		9.3	11.6	10.1	----	31	10	13	2	11	8	10	4	27.3	24.0	20.2	----	27.4	25.8	21.4	----
11.			5.						3	6	9	5	2	4	10	7	----	----	16.2	----	----	----	19.0	----
20.	ALL		11.	38.					11	4	4	3	5		5	5	----	----	----	----	----		----	----
14.	ALL	ALL	27.		9.1	8.3	11.2	----	21	22	5	5	5	11	6	1	----	23.8	----	----	----	23.2	----	----
16.	88.	80.	23.		7.8	8.7	8.5	9.0	9	13	9	3	8	12	17	12	32.0	27.0	22.3	----	28.6	25.2	22.2	----
16.	ALL	75.	46.						5	9	10	5	2	7	3	6	----	20.0	----	----	----	20.2	----	----
13.	7.								13				15				20.4				19.9			
19.	92.	81.	31.	22.	9.9	11.3	10.4	11.2	62	54	57	12	13	25	42	11	39.0	34.3	29.5	25.1	39.0	32.4	25.7	21.7
19.	96.	69.	36.	50.	11.0	9.7	10.4	9.6	37	52	55	5	11	29	43	7	40.9	32.6	29.4	----	40.0	31.3	27.5	----
19.				1.				14.9				47				32				29.1				26.5
17.	ALL	83.	13.		10.8	11.2	11.9	11.3	317	246	161	8	13	48	71	3	50.3	36.9	32.2	----	44.1	33.8	30.6	----
14.	ALL		14.						6	5	14	2			8	1	----	----	22.0	----			18.9	----
17.	ALL		23.						4		5		2	5	8		----		----		----	----	----	
20.	21.	91.	23.		11.1	11.5	11.5	----	31	26	18	5	3	6	4	1	----	32.2	----	----	----	31.4	----	----
22.	ALL	58.	20.		6.6	9.8	7.0	9.3	14	9	9	5	2	3	6	3	----	----	19.7	----	----	----	17.5	----
13.																								
17.	90.	54.			7.1	4.6	5.5	----	8	7	7		2	6	18	4	----	23.0	19.8		----	24.4	18.8	----
22.									5	2	2		1	1			----	----	----		----	----		
14.					----	----	6.4	----	1	2	5		3	3	5	3	----	----	----		----	----	----	----
16.	89.	67.	32.		3.8	6.9	5.7	----	8	16	15	1	1	2	7	3	----	----	19.9	----	----	----	20.8	----
9.	64.	37.	7.						8	13	10	11	3	6	5	13	----	23.5	----	16.0	----	19.1	----	16.5
14.		67.	31.		----	7.3	6.7	7.5	1	3	6	2	4	3	10	6	----	----	19.6	----	----	----	19.5	----
19.	ALL	86.	25.		5.2	5.8	9.7	----	9	14	3	2	7	8	5	3	30.7	25.3	----	----	30.3	25.1	----	----
13.	88.	8.							6	14	14	6	2	10	8	9	----	21.4	20.1	14.9	----	20.2	18.6	16.4
29.	ALL				1.8	----			30	3					1		----	----					----	
18.	73.	79.	7.		12.1	12.2	13.3	10.9	22	28	16	6		6	11	2	----	31.3	27.4	----		30.8	28.6	----
17.	97.	87.	4.		10.0	10.3	12.6	13.5	470	209	146	11	37	76	88	5	51.2	37.2	31.6	----	44.2	35.8	28.2	----
17.	99.	89.	13.		10.1	11.7	12.2		82	133	86		14	37	40		40.3	34.0	28.7		38.9	32.5	26.6	
18.	ALL	97.	30.		9.7	10.1	10.8	10.1	106	111	64	9	23	55	58	12	47.5	33.9	28.4	23.2	45.4	34.2	28.0	23.1
19.	ALL	84.	23.		12.5	13.7	13.4	----	48	62	69		4	15	36		----	32.3	27.3		----	33.2	26.6	
20.	98.	87.	5.		7.9	8.9	11.4	15.4	99	65	29	8	5	17	9	14	----	35.0	25.6	22.5	----	28.4	27.1	19.4
19.	94.	87.	42.		11.0	12.0	13.1	11.6	62	89	48	19	5	22	31	8	----	32.8	27.2	22.0	----	31.5	27.0	21.7
20.					6.0	6.0	6.0	6.0	8	19	17	4	3	5	9	5	----	----	21.1	----	----	----	20.1	----
20.	96.	44.	33.		8.9	8.3	10.3	12.5	20	27	12	4	7	14	18	7	36.7	30.8	26.5	----	34.7	28.7	26.0	----
23.	85.	92.	44.	6.	9.2	12.0	11.3	10.2	19	10	15	6	1	3	1	11	----	----	----	21.7	----	----	----	21.5
23.	ALL	60.	25.		9.7	10.9	11.9	----	12	7	12		1	3	4		----	----	----		----	----	----	
24.	97.	88.	33.		12.9	10.7	8.9	10.9	26	29	25	4	4	4	15	13	----	----	24.8	----	----	----	23.6	----
22.	96.	81.	17.	10.					140	116	117	17	5	18	25	14	----	30.7	26.7	20.6	----	28.8	24.9	18.7
21.	97.	72.	17.		14.0	13.2	13.9	11.8	126	109	56	13	10	39	48	28	37.1	30.7	26.0	21.6	31.7	28.0	24.0	20.6
23.	86.	80.	33.		11.7	12.7	15.1	11.9	14	12	3	5		3	9	5	----	----	----	----		----	----	----
16.									35	28	30	4					----	----	----	----				
27.	53.	43.							33	9	6		14	5	3		25.4	----	----		24.2	----	----	
24.																								
21.	ALL	77.	17.						30	24	26	13	3	7	16	9	----	24.2	21.4	18.5	----	25.0	17.8	16.8
----							----	----				1			2					----			----	
27.	93.	82.	22.		5.3	6.2	4.7		59	31	16	2	8	13	7		32.2	26.8	22.4	----	29.8	25.2	20.7	
19.	88.	50.	31.		4.7	7.0	4.8	----	13	8	6		3	2	10		----	----	18.0		----	----	18.1	
20.	ALL	95.	31.	6.	8.2	8.4	10.1	8.3	215	159	98	30	18	52	63	37	43.1	34.4	27.9	20.1	38.9	32.1	26.7	19.3
21.		ALL	45.		----	8.3	8.2	8.6	1	11	8	8		1	3	4	----	----	----	----		----	----	----
24.	ALL	65.	20.		7.0	7.9	8.4	5.9	45	14	11	4	12	12	14	7	32.3	24.4	22.2	----	27.6	21.2	20.6	----
24.	98.	78.							181	117	107	13	12	28	37	23	48.5	35.9	31.1	23.9	45.1	35.0	28.1	22.9
18.	91.	77.	23.		9.6	6.0	3.3	----	21	15	24	2	1	7	15	1	----	24.4	22.3	----	----	23.9	19.7	----

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
O H I O(CONTD)																				
CLARK TECHNICAL COLLEGE		III		3	3	4	----	27.2	24.5	18.8	24.1		4	3	4	----	33.4	30.4	23.3	29.8
CLEVELAND STATE UNIVERSITY	3	IIA	1*	1	1	2	46.6	35.2	28.6	22.8	36.2	1*	1	1	2	56.3	43.0	35.4	28.8	44.3
COLLEGE OF MOUNT ST. JOSEPH		IIB	4	4	4		26.3	24.1	20.3	----	22.8	4	4	4		32.8	28.4	23.7	----	27.2
UNIV. OF STEUBENVILLE		IIB	4	4	4	3	27.8	23.9	20.5	19.1	22.9	3	3	3	1	37.3	30.9	26.9	26.0	30.2
COLLEGE OF WOOSTER		IIB	2	2	3	2	35.9	27.7	22.3	20.7	29.2	1	2	3	2	47.1	34.3	26.3	23.8	36.9
CUYAHOGA COMM. COLLEGE DIST.		III									34.2									42.5
DEFIANCE COLLEGE		IIB	5	4	4		25.2	22.0	19.7	----	22.0	5	5	4		29.5	25.8	23.3	----	25.8
DENISON UNIVERSITY		IIB	1	1	2	1	38.6	30.9	23.9	21.1	31.3	1	1	2	1	52.2	39.0	29.6	25.4	40.7
FRANKLIN UNIVERSITY		IIB									25.3									29.8
HEBREW UNION COLLEGE	60	IIC					53.9	36.6	----	----	47.9					66.0	47.0	----	----	59.3
HEIDELBERG COLLEGE		IIB	4	4	4	4	28.6	22.3	20.8	17.0	23.7	4	4	4	5	34.9	26.4	24.5	18.7	28.2
HIRAM COLLEGE		IIB	3	3	3	3	31.4	25.0	22.1	19.0	26.2	3	3	2	3	39.1	30.1	27.7	22.0	32.2
JEFFERSON TECHNICAL COLLEGE	1	III		4	4	4		26.9	21.0	18.7	22.9		5	5	5		26.9	21.0	18.7	28.2
JOHN CARROLL UNIVERSITY		IIA	4	4	3	1	36.1	29.4	26.1	25.0	32.2	3	3	2	1	45.1	37.6	33.8	30.3	40.6
KENT ST UNIV-MAIN CAMPUS		I	4	4	4	4	42.9	32.9	27.5	20.3	33.8	4	4	3	3	51.9	40.4	34.3	26.1	41.5
KENT ST UNIV-ASHTABULA		III		2	1			30.7	27.0	----	27.5		2	1			38.0	33.7	----	34.3
KENT ST UNIV-LIVERPOOL		III			3			----	24.6	----	25.1			3			----	31.0	----	31.5
KENT ST UNIV-GEAUGA		III						----	----	----	----						----	----	----	----
KENT ST UNIV-SALEM		III			3		----	----	24.3	----	25.9			3		----	----	30.6	----	32.5
KENT ST UNIV-STARK		III		1	1		----	32.3	27.5	----	29.8		1	1		----	39.8	34.3	----	37.0
KENT ST UNIV-TRUMBULL		III		2	3		----	30.9	24.4	----	28.0		2	3		----	38.2	30.8	----	34.9
KENT ST UNIV-TUSCARAWAS		III		1	1		----	31.6	27.4	----	27.8		1	1		----	39.0	34.2	----	34.6
KENYON COLLEGE		IIB	1*	1	1	2	45.1	32.6	24.4	20.3	32.3	1*	1	2	2	54.0	39.9	29.4	24.5	39.1
LAKE ERIE COLLEGE		IIB	5	5	5		23.7	21.6	18.5	----	19.5	5	4	5		28.9	27.4	22.1	----	23.6
LAKELAND CMTY COLLEGE		III	2	1	1*	1*	36.5	33.8	31.5	29.8	34.0	2	1	1*	1*	45.4	42.5	39.4	37.5	42.5
LORAIN COUNTY COMM.COLLEGE		III		1	1	2	----	34.7	27.3	22.2	29.0		1	1	2	----	41.8	33.2	27.2	35.1
LOURDES COLLEGE	12	IIB				3		----	----	18.5	18.8				3		----	----	22.7	22.6
MALONE COLLEGE		IIB	5	5	5		24.2	19.9	16.8		20.6	4	5	5		32.3	25.3	21.0		26.6
MARIETTA COLLEGE		IIB	3	3	1		31.0	26.7	24.4	----	27.8	2	2	1		39.9	33.8	29.8	----	35.2
MIAMI UNIV-HAMILTON CAMPUS		III		1	2		----	32.8	25.5	----	28.6		1	3		----	39.7	30.8	----	34.6
MIAMI UNIV-MIDDLETOWN CAMPUS		III		1	1	1*	----	32.1	27.4	29.3	30.1		1	2	1*	----	38.8	33.0	35.4	36.4
MIAMI UNIV-OXFORD CAMPUS		I	3	3	4	2	44.4	34.2	27.5	24.0	34.5	3	3	4	2	53.6	41.3	33.2	29.0	41.7
MOUNT UNION COLLEGE	4	IIB	3	3	3	3	32.3	25.6	22.0	19.2	26.6	2	3	3	2	40.0	32.3	26.4	23.1	32.9
MUSKINGUM AREA TECHNICAL COL		III		4	4	3	----	25.1	22.8	20.4	23.0		4	4	3	----	30.7	28.4	25.6	28.5
MUSKINGUM COLLEGE		IIB	3	2	2	3	32.4	27.6	22.8	18.8	26.6	2	2	2	3	41.4	34.4	27.9	22.5	33.3
NOTRE DAME COLLEGE		IIB		5	4		----	21.9	20.2	----	21.4		4	4		----	26.1	24.1	----	25.7
OBERLIN COLLEGE		IIB	1	1	1	1	43.0	32.7	25.9	22.6	35.4	1*	1*	1	1	57.8	41.5	31.8	25.9	46.0
OHIO COLLEGE PODIATRIC MED.		IIC					----	38.6	32.6	----	35.7					----	46.4	39.2	----	43.6
OHIO DOMINICAN COLLEGE		IIB	4	5	4		26.9	21.6	19.4	----	21.1	5	5	4		30.4	24.8	22.7	----	24.3
OHIO NORTHERN UNIVERSITY		IIB	2	2	2	2	34.1	27.2	24.0	20.6	28.4	2	2	2	1	43.3	33.7	29.5	25.5	35.5
OHIO STATE U MAIN CAMPUS		I	2	1	1	2	51.0	37.4	31.7	22.6	40.4	2	2	1	2	60.6	44.9	38.4	28.0	48.4
OHIO STATE U-AG.TECH.INST.		III		3	2	4		28.7	25.9	19.5	26.1		3	2	4		35.0	31.8	24.4	32.0
OHIO STATE U-LIMA		III		1	1			33.7	27.1		30.7		1	1			40.6	33.2		37.2
OHIO STATE U-MANSFIELD		III		2	1		----	29.7	27.1	----	28.2		3	2		----	35.9	33.1	----	34.3
OHIO STATE U-MARION		III		1	2		----	32.7	24.8	----	28.9		1	3		----	39.6	30.5	----	35.2
OHIO STATE U-NEWARK		III		1	1		----	32.1	28.8	----	29.7		1	1		----	38.9	35.0	----	36.1
OHIO UNIVERSITY-ATHENS		I	4	3	3	2	42.8	33.5	27.8	22.5	35.2	4	3	3	2	51.9	41.2	34.7	28.6	43.1
OHIO UNIVERSITY-BELMONT		III			1			----	28.9		30.3			1			----	35.9		37.5
OHIO UNIVERSITY-CHILLICOTHE		III		3	2			28.5	25.0	----	26.8		3	2			35.5	31.4	----	33.5
OHIO UNIVERSITY-LANCASTER		III		2	3			30.6	23.9	----	27.3		2	3			37.8	30.1	----	34.1
OHIO UNIVERSITY-ZANESVILLE		III		2	3		----	29.8	24.1	----	26.7		2	3		----	37.0	30.4	----	33.4
OHIO WESLEYAN UNIVERSITY		IIB	2	3	3		33.1	25.3	22.1	----	27.4	2	3	2		44.1	32.6	28.7	----	35.9
OTTERBEIN COLLEGE		IIB	3	3	3	4	31.4	25.4	21.7	17.0	23.8	3	3	4	5	37.9	30.3	24.7	18.8	27.8
RIO GRANDE COLLEGE		IIB		4	5	4	----	23.7	17.1	16.9	19.6		4	5	3	----	29.3	22.4	21.2	24.7
SHAWNEE STATE COMMUNITY COLL		III		3	3	3	----	28.2	24.2	19.7	23.4		4	4	4	----	33.5	28.9	23.8	28.0
SINCLAIR COMMUNITY COLLEGE		III	3	4	4		31.1	24.9	21.9	----	27.2	4	4	4		37.6	30.2	26.7	----	33.0
TIFFIN UNIVERSITY		IIC						----	21.4	19.8	20.9						----	25.2	23.4	24.7
TRINITY LUTHERAN SEMINARY		IIC					30.1	27.7	----	----	27.7					36.2	33.3	----	----	33.4
UNIV. OF AKRON- MAIN CAMPUS		I	3	3	2	2	43.4	33.9	28.9	23.7	34.6	4	3	2	2	52.3	41.3	35.2	29.3	42.0
UNIV. AKRON-WAYNE GEN.TECH C		III			4	3	----	----	21.1	20.0	22.6			4	3	----	----	26.3	25.0	28.0
UNIV CINCINNATI-MAIN CAMPUS		I	3	2	3	3	47.1	35.5	27.9	21.0	37.8	2	2	3	3	58.6	44.2	34.7	26.2	47.1
UNIV CINTI-CLERMONT GEN&TECH		III			2		----	----	26.5	----	26.4			2		----	----	33.1	----	32.9
UNIV CINTI-RAYMOND WALTERS C		III	1	1	3	4	38.5	31.3	24.2	17.9	27.7	1	1	3	4	47.9	39.0	30.1	22.2	34.5
UNIVERSITY OF DAYTON		IIA	3	2	3	5	37.2	32.1	25.3	16.0	31.0	3	3	4	5	45.2	38.5	29.5	18.5	37.2
UNIVERSITY OF TOLEDO		I	4	3	3	3	42.5	33.9	27.6	21.2	36.0	4	3	3	2	52.0	42.1	34.8	27.6	44.4
URBANA COLLEGE		IIB		5	5		----	16.7	15.6	----	17.4		5	5		----	18.4	17.8	----	19.6
URSULINE COLLEGE		IIB	5		4	3	25.1	----	20.6	19.3	20.7	5		4	3	29.6	----	24.9	23.0	24.8
WALSH COLLEGE		IIB	4	4	3		27.7	23.1	21.2	----	23.2	4	4	3		34.7	28.6	25.6	----	28.5
WILBERFORCE UNIVERSITY	16	IIB		5	5	5	----	19.5	15.9	13.9	17.1		5	5	5	----	23.9	19.5	16.0	21.0
WILMINGTON COLLEGE		IIB	3	3	4		29.5	25.6	20.4	----	23.8	3	4	4		36.1	29.7	23.9	----	28.4
WITTENBERG UNIVERSITY		IIB	1	1	2	2	38.3	29.8	23.5	19.8	30.6	1	1	2	2	47.2	39.3	29.0	23.6	38.5
WRIGHT STATE UNIV.-MAIN		IIA	1*	1	1	3	46.4	35.1	29.3	21.3	35.6	1*	1	1*	2	56.4	43.2	36.2	26.9	43.7
WRIGTH STATE UNIV-WESTERN BR		III			1	2	----	----	27.2	21.8	26.9			1	2	----	----	34.1	27.9	33.8
XAVIER UNIVERSITY		IIA	3	4	3	4	36.8	29.5	25.4	19.8	30.1	3	3	3	3	46.5	37.0	32.2	25.4	38.0
YOUNGSTOWN STATE UNIVERSITY		IIA	2	1	2	2	40.9	34.0	26.5	21.8	33.9	2	1	2	2	49.9	42.1	33.5	28.2	42.0
O K L A H O M A																				
BACONE COLLEGE		III			5	5		----	17.5	14.5	17.0			5	5		----	20.3	17.5	20.1
CAMERON UNIVERSITY	4	IIB	2	1	1	1	33.9	30.3	25.4	21.7	28.1	3	2	2	1	38.9	35.1	29.7	25.5	32.7
CENTRAL STATE UNIVERSITY		IIA	3	1	1*	1*	38.0	34.7	31.8	26.4	33.4	4	3	1	1	42.3	38.6	35.4	29.6	37.2

(6) BEN. AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.					----	5.9	5.8	6.0	1	8	11	4	1	9	11	10	----	27.6	26.1	----	----	27.0	23.0	----
22.	98.	92.	2.		6.2	6.1	7.3	6.0	129	195	64	15	9	36	34	17	46.6	35.6	30.6	24.1	47.3	33.0	24.7	21.7
19.	ALL	56.			5.0	4.1	5.3	----	7	3	3		4	15	14	4	----	----	----		----	----	----	----
32.	ALL	89.	7.		6.1	9.5	10.0	8.7	6	14	8	3	2	4	6	3	----	----	23.3	----	----	----	16.8	----
26.	97.	90.			9.2	8.2	10.3	----	55	14	24	6	3	7	18	1	----	27.8	23.0	----	----	27.5	21.4	----
24.																								
18.	ALL	89.	9.						11	14	6	3	1	5	5	1	----	----	----	----	----	----	----	----
30.	ALL	80.			6.5	7.9	9.3	9.2	61	21	31	6	4	9	22	1	----	31.6	24.5	----	----	29.1	23.1	----
18.																								
24.	ALL				7.0	----	----		30	7	1	2			1		----	----	----	----			----	
19.	ALL	77.	17.		5.7	6.8	6.3	----	19	12	11	3	3	1	7	3	----	----	21.6	----	----	----	19.6	----
23.	93.	84.	25.		6.0	5.5	6.3	----	27	12	14	3	1	7	6	3	----	25.9	22.8	----	----	23.4	20.7	----
23.										13	7	5		7	7	8		27.8	21.9	----		25.2	20.2	----
26.	99.	95.	48.	71.	6.6	6.6	6.3	6.3	59	17	24	6	10	4	3	1	36.6	----	----	----	32.8	----	----	----
23.	99.	95.	38.	19.	6.6	7.4	7.5	7.5	195	176	144	3	10	53	81	13	43.0	33.0	28.3	----	40.4	32.6	26.1	----
25.		ALL	78.			6.9	7.3	----		6	12	2		1	6	1		----	27.3	----		----	26.4	----
26.			45.				7.9	----		1	6				5	1		----	----				----	----
---						----	----	----			2	1		1					----	----		----		
25.			38.		----	----	7.9	----	1	2	3	2			5		----	----	----	----			----	
24.		ALL	88.		----	7.1	6.8	----	1	17	14	1	1	4	11		----	----	28.5	----	----	----	26.3	
25.		ALL	44.		----	7.2	8.7	----	1	14	12	2		8	4		----	31.1	----	----		30.5	----	
25.		ALL	76.		----	8.1	7.1	----	1	6	10	1		1	7	3	----	----	27.1	----		----	27.8	----
21.	ALL	98.	11.		5.9	6.2	6.5	----	27	33	17	7		7	11	4	----	33.1	24.8	----		30.3	23.8	----
21.	ALL	90.			----	5.0	5.4	----	2	8	16		5	2	11	1	----	----	18.7		----	----	18.3	----
25.	ALL	92.	64.	5.					38	20	4	8	6	6	7	11	36.2	34.1	----	29.9	37.8	32.7	----	29.7
21.		ALL	87.	12.	----	5.2	7.2	7.9	5	30	14	9		10	9	25	----	34.8	27.2	21.0		34.4	27.5	22.6
20.						----	----	1.8		1		1			1	5		----		----			----	----
29.	93.	69.			5.0	5.1	5.6	----	13	10	6		1	3	5		----	----	----		----	----	----	
27.	ALL	89.	17.		6.2	6.8	7.4	----	31	24	12	1	2	4	6		----	----	24.7	----	----	----	23.7	
21.		ALL	15.		----	10.8	10.6	----	4	9	7	1		4	13	4	----	----	25.8	----		----	25.4	----
21.		ALL	33.	78.	----	10.1	9.8	9.3	1	13	4	8		4	5	10	----	----	----	31.9		----	----	27.2
21.	98.	89.	22.	18.	9.2	9.6	11.0	9.3	220	183	117	62	16	34	58	37	44.6	34.5	28.2	24.4	41.1	32.6	26.1	23.4
24.	96.	95.	53.						23	16	12	4	2	4	3	3	----	----	----	----	----	----	----	----
24.					----	6.8	6.6	5.2	1	7	11	7		2	5	2	----	----	----	----		----	----	----
25.	ALL	58.	11.		3.5	5.0	4.7	----	23	9	20	5	2	3	8	1	----	----	23.2	----	----	----	21.6	----
20.					----	12.0	14.5		1	2	6	1	3	6	9		----	----	19.9	----	----	----	20.4	
30.	94.	85.	16.		6.2	6.5	6.5	----	90	40	28	6	7	13	22	4	43.1	32.7	26.4	----	42.2	32.7	25.3	----
22.									3	9	8	2		1	2	1	----	----	----	----		----	----	----
15.	89.	88.	29.		7.2	4.6	6.2	----	3	6	9	1	6	11	8	3	----	22.3	20.5	----	----	21.2	18.2	----
25.	98.	73.	43.	5.	6.1	6.7	6.7	6.6	50	38	16	14	3	10	7	5	----	27.5	24.4	----	----	26.4	22.9	----
20.	ALL	96.	16.	11.	7.0	7.0	8.1	6.4	683	449	344	33	34	110	144	59	51.2	37.8	32.4	24.8	46.3	35.5	29.9	21.3
23.		ALL	29.			8.2	5.7	----		15	11	4		2	3	2		----	----	----		----	----	----
21.		ALL	50.			6.9	6.9			15	10			2	4			----	----			----	----	
22.		ALL	71.		----	7.3	6.5	----	3	10	11			2	6	4	----	----	26.5			----	28.3	----
22.		ALL	13.		----	7.7	----	----	1	9	6	2		3	2		----	----	----	----		----	----	
22.		ALL	64.		----	6.7	6.9	----		9	8	2	1	2	6	1		----	28.7	----	----	----	28.8	----
22.	98.	93.	34.	17.	8.8	8.8	9.3	7.7	209	162	96	8	9	40	58	4	43.0	33.8	28.5	----	38.8	32.5	26.8	----
24.			80.			----	9.1			4	9				1			----	----				----	
25.		ALL	50.			7.8	9.1	----		10	5	2		1	3			----	----	----		----	----	
25.		ALL	57.			9.1	8.0	----		14	10	1		2	4			----	----	----		----	----	
25.		ALL	78.		----	9.1	9.0	----	2	7	4	1		3	5	3	----	----	----	----		----	----	----
31.	ALL	82.	11.		1.2	2.8	2.5	----	45	27	14	1	4	7	21	2	----	25.4	22.0	----	----	24.9	22.2	----
17.	ALL	81.	40.		7.4	8.1	8.1	9.5	16	14	20	3	3	7	20	7	----	25.0	21.6	----	----	26.0	21.8	----
26.		75.	55.	14.					4	13	18	12		7	4	9	----	24.6	----	16.3		22.0	----	17.6
20.									1	9	10	10		9	7	19	----	27.8	24.6	20.9		28.7	23.7	19.1
21.	99.	67.	17.						86	26	24	1	55	29	24	2	31.8	25.6	22.0	----	29.9	24.3	21.8	----
18.						----	----	----		2	4	5			2	2		----	----	----			----	----
20.	ALL	29.			3.5	3.5	----	----	9	6	2	1		1	2		----	----	----	----		----	----	
21.	93.	84.	18.		9.7	8.6	9.6	8.6	210	199	136	14	18	64	73	41	43.8	34.5	29.7	24.5	39.0	32.2	27.3	23.5
24.			33.		----	----	11.3	----	1	2	2	2		2	4	4	----	----	----	----		----	----	----
25.	98.	89.	24.	3.	9.6	11.3	12.8	----	343	257	123	12	33	96	98	17	47.5	35.7	28.3	20.7	42.9	35.2	27.3	21.2
24.			75.		----	----	11.3		1	2	8	2		3	4	2	----	----	----	----		----	----	----
25.	ALL	94.	32.		9.6	8.8	11.8		4	20	11	2	5	16	23	9	----	32.4	25.7	----	----	30.0	23.5	----
20.	98.	76.	30.		6.2	7.1	7.9	9.9	102	127	75	6	7	17	28	9	37.5	32.6	25.4	19.6	33.2	28.0	25.1	13.5
24.	99.	87.	23.	12.	7.0	7.3	7.3	9.9	254	137	82	16	24	20	38	18	43.1	34.5	28.6	22.6	36.6	29.9	25.3	20.0
13.		33.	30.						4	6	7	2	1		3		----	----	----	----	----		----	
20.	ALL		8.		----	----	5.5	5.4	1			2	5	5	12	21	----			----	----	----	----	----
23.	67.	79.							8	13	3		1	1	11	3	----	----	----		----	----	----	----
23.		93.	32.		----	5.0	5.0	----	3	9	10	3	2	5	12	5	----	----	16.0	----	----	----	15.7	----
19.	ALL	82.	32.		7.5	7.3	7.9	----	16	9	17	1		2	8	2	----	----	21.0	----		----	19.1	----
26.	ALL	98.	27.		6.5	6.7	7.7	6.3	44	39	17	5	3	10	20	1	----	30.0	23.9	----	----	29.3	23.1	----
23.	98.	96.	20.		8.7	9.1	9.9	9.8	110	131	80	12	10	30	43	20	46.7	35.5	30.0	22.9	43.8	33.4	28.0	20.3
26.			91.	33.	----	----	8.5	----	1	2	10	5		1	1	1	----	----	----	----		----	----	----
26.	ALL	95.	19.		0.1	0.3	2.3	1.7	59	49	33	8	3	10	19	5	----	30.2	26.2	----	----	25.8	24.0	----
24.	99.	94.	50.		9.6	10.1	10.5	10.5	158	95	62	26	23	28	39	18	41.1	34.3	27.0	22.1	39.2	33.2	25.6	21.4
18.						----	0.0	0.0		3	3	1		1	11	6		----	----	----		----	----	----
16.	ALL	74.	41.		9.2	7.6	8.9	14.7	35	32	42	14	10	10	24	12	34.4	30.4	26.4	22.1	32.0	29.9	23.5	21.2
11.	ALL	58.	50.		7.8	7.8	9.0	12.1	82	43	72	32	23	30	38	25	38.0	34.8	31.7	26.3	38.1	34.6	31.8	26.6

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) RATING OF AVERAGE COMP. PR	AO	AI	IN	(5) AVERAGE COMP BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR
OKLAHOMA(CONTD)																				
EAST CENTRAL UNIVERSITY		IIB	2	1	1*	1*	35.8	32.8	28.8	24.1	30.2	2	1	1	1	39.8	36.5	32.1	27.1	33.7
LANGSTON UNIVERSITY		IIB	2	2	1	1	33.3	27.1	24.4	23.5	25.7	3	3	3	1	36.9	30.2	27.2	26.3	28.6
OKLAHOMA BAPTIST UNIVERSITY		IIB	4	4	3	3	29.0	24.6	21.5	17.9	22.9	3	3	3	3	36.3	30.3	26.6	22.3	28.5
OKLAHOMA CHRISTIAN COLLEGE		IIB	3	2	3	3	30.9	28.0	22.7	19.3	26.9	4	3	3	3	34.1	31.3	25.7	21.3	30.0
OKLAHOMA STATE UNIV.-MAIN		I	5	4	3	3	40.1	31.8	27.8	21.9	32.0	4	4	3	3	48.9	39.1	34.3	27.3	39.3
PHILLIPS UNIVERSITY		IIA	5	5	5		27.5	23.8	21.1	----	24.1	5	5	5		31.4	27.1	24.2	----	27.5
UNIVERSITY OF OKLAHOMA		I	4	4	4	5	41.5	31.6	26.6	16.3	33.1	4	4	4	5	50.7	38.7	32.5	19.9	40.4
UNIV. OF SCI & ARTS OF OKLA.		IIB	2	1	1*	1	35.2	31.4	28.0	23.3	28.6	2	2	1	1	39.5	35.3	31.7	26.5	32.4
UNIVERSITY OF TULSA		IIA	1	2	2	3	44.9	32.7	26.2	20.9	34.1	1	2	3	3	54.4	40.4	31.8	25.7	41.7
OREGON																				
CENTRAL OREGON COMM.COLLEGE		III	2	2	2	1	33.8	30.2	26.0	22.6	28.5	2	1	1	1	44.0	39.5	34.3	30.0	37.5
CONCORDIA COLLEGE	4	IIB		4	2		----	24.3	23.2		23.9		3	2		----	30.4	28.8		29.8
EASTERN OREGON STATE COLLEGE		IIB	2	3	3		33.2	26.0	21.5	----	26.2	2	2	2		41.5	32.9	27.4	----	33.1
GEORGE FOX COLLEGE		IIB	4	4	5		26.2	22.3	17.0	----	20.7	4	4	5		31.3	27.7	20.3	----	25.1
LEWIS AND CLARK COLLEGE		IIA	2	4	5		41.7	28.2	22.1		32.6	2	4	5		49.5	34.5	25.8		39.1
LINFIELD COLLEGE		IIB	3	4	4		29.5	24.2	20.2	----	24.6	3	3	3		38.0	31.6	26.7	----	31.9
MARYLHURST EDUCATION CENTER		IIB									----									----
MOUNT ANGEL SEMINARY		IIC					----			----	----					----			----	----
MULTNOMAH SCHOOL OF BIBLE		IIC					20.9	18.9	18.2	----	19.2					24.3	22.1	21.3	----	22.4
PACIFIC NORTHWEST COLL.ART		IIC									18.5									22.5
NORTHWEST CHRISTIAN COLLEGE		IIC					----	14.9			16.1					----	25.5			27.0
OREGON INST OF TECHNOLOGY		IIC					34.8	29.5	25.9	22.2	28.6					44.1	37.6	33.0	28.6	36.4
OREGON STATE UNIVERSITY		I	5	5	5	5	38.9	30.8	26.0	19.1	31.4	4	4	4	4	49.0	39.1	33.2	24.8	39.8
PACIFIC UNIVERSITY		IIB	2	3	2		34.3	25.0	24.2	----	27.0	2	3	2		41.8	30.4	29.2	----	32.7
REED INSTITUTE, THE		IIB	1	2	1		38.5	29.2	24.5		32.9	1	2	1		47.8	36.3	29.9		40.7
SOUTHERN OREGON STATE COLL.		IIA	4	5	5	4	34.6	27.5	22.6	19.6	28.6	4	4	4	3	43.2	35.0	28.9	25.3	36.1
STHWSTN OREG CMTY COLLEGE		III	3	4	4		31.7	26.2	22.5	----	25.8	2	3	3		42.5	34.4	30.0	----	34.1
UNIVERSITY OF OREGON		I	5	5	5	4	38.3	30.0	25.0	19.9	31.3	5	4	4	4	48.2	38.0	31.9	25.8	39.6
UNIVERSITY OF PORTLAND		IIA	4	4	4		35.7	29.1	23.7		27.7	4	4	4		44.2	35.9	28.7		34.0
WARNER PACIFIC COLLEGE		IIB		5	5		----	21.8	18.9		21.0		4	4		----	26.3	23.0		25.1
WESTERN BAPTIST COLLEGE		IIC					14.4	----			15.1					20.4	----			20.2
WESTERN CONS. BAPTIST SEM.		IIC					26.3	----	----		24.2					29.5	----	----		27.3
WESTERN EVANGELICAL SEMINARY		IIC					24.7				24.7					28.7				28.7
WESTERN ST.CHIROPRACTIC COLL		IIC					----	----	19.1		21.1					----	----	23.0		25.4
WILLAMETTE UNIVERSITY		IIB	1	2	1		38.6	29.6	24.4	----	32.5	1	1	1		47.8	37.4	29.9	----	40.5
PENNSYLVANIA																				
ACADEMY OF THE NEW CHURCH		IIB			1*	1*	----	----	29.2	25.7	28.3			1*	1*	----	----	39.6	34.7	38.2
ALBRIGHT COLLEGE		IIB	1	1	1	1*	37.6	30.6	25.8	23.8	31.4	1	1	1	1*	45.5	37.5	31.9	29.2	38.3
ALLEGHENY COLLEGE		IIB	1	1	1	2	39.5	30.4	24.4	19.7	29.8	1	1	1	2	48.9	38.4	29.8	23.9	36.9
ALLENTOWN COLLEGE ST.FRANCIS		IIB	2	3	3	2	32.6	26.4	22.5	19.5	24.0	3	3	3	3	36.9	30.6	25.4	21.8	27.3
ALLIANCE COLLEGE		IIB			5		----	----	17.6	----	18.7			5		----	----	21.7	----	22.7
ALVERNIA COLLEGE		IIB			5	5	----	----	17.4	14.7	17.9			5	5	----	----	18.8	16.0	19.3
BAPTIST BIBLE COLL. OF PENN.	PNA	IIC																		
BEAVER COLLEGE		IIB	1	3	2	4	36.5	26.8	22.8	17.7	25.7	1	2	2	4	45.7	33.9	27.8	20.8	31.8
BLOOMSBURG UNIVERSITY	28	IIA	2	2	3	3	39.1	32.0	25.6	21.4	31.2	2	2	2	2	48.2	39.9	32.5	27.6	39.0
BRYN MAWR COLLEGE		I	4	3	5		42.5	33.8	26.1	----	34.2	4	3	5		52.1	41.3	31.8	----	41.7
BUCKNELL UNIVERSITY		IIA	1	1	2		45.0	34.6	26.6	----	35.6	1*	1	2		57.5	43.6	32.6	----	44.8
BUCKS COUNTY CMTY COLLEGE		III	2	2	4		33.8	30.4	21.0	----	29.6	2	2	4		42.3	38.4	27.1	----	37.4
BUTLER COUNTY COMMUNITY COLL		III	3	2	3	3	33.6	29.3	24.0	19.7	27.6	3	2	3	3	41.7	36.7	30.6	25.4	34.7
CABRINI COLLEGE		IIB	3		2		29.4	----	23.9	----	25.0	3		1		36.2	----	29.9	----	31.2
CALIFORNIA UNIVERSITY		IIA	3	3	4	4	37.4	31.0	24.7	19.7	32.3	3	3	3	4	45.5	38.2	30.9	24.8	39.7
CARLOW COLLEGE		IIB	2	4	4	4	33.8	24.6	19.5	17.1	23.2	2	4	4	3	42.4	29.6	23.9	21.7	28.5
CARNEGIE-MELLON UNIVERSITY		I	1	1	1*	1	55.8	37.9	33.4	26.5	43.8	1	1	1*	1	68.1	46.8	40.6	32.1	53.7
CHATHAM COLLEGE		IIB	2	2	3		33.4	27.8	21.4	----	25.3	2	2	3		42.9	35.7	26.6	----	32.0
CHESTNUT HILL COLLEGE		IIB		3	5		----	25.2	17.9	----	21.6		3	5		----	31.0	21.9	----	26.3
CHEYNEY UNIV OF PENN	28	IIA	3	3	3	3	37.5	31.0	25.7	21.1	32.1	3	3	3	2	45.9	38.3	32.2	26.9	39.6
CLARION UNIV OF PENN MAIN	28	IIA	2	2	3	4	39.0	31.7	25.2	19.5	31.2	2	2	2	3	48.4	40.0	32.5	25.7	39.4
CLARION UNIV PENN VENANGO	28	III			2		----	----	24.9	----	25.5			3		----	----	30.6	----	31.4
COLLEGE MISERICORDIA		IIB		4	4	5	----	24.0	20.0	16.2	21.2		4	4	5	----	27.3	23.2	19.0	24.4
CCAC-ALLEGHENY CAMPUS		III	3	3	2		32.1	28.7	26.5		29.7	3	3	1		40.3	36.1	33.5		37.4
CCAC-BOYCE CAMPUS		III	3	2	3		32.7	29.8	23.2	----	29.2	3	2	3		41.0	38.1	29.4	----	37.0
CCAC-NORTH CAMPUS		III	5	5	4		25.1	24.0	22.3	----	23.1	5	4	4		31.7	30.6	28.8	----	29.6
CCAC-SOUTH CAMPUS		III	3	3	4		31.5	27.2	22.3	----	28.3	3	3	4		39.2	34.3	28.7	----	35.5
CMTY COLLEGE OF BEAVER CO		III	4	3	2	2	30.1	27.5	25.9	22.0	26.6	3	2	1	1*	40.1	36.9	34.9	33.7	36.3
CMTY COLLEGE PHILADELPHIA		III	1*	1*	1*	1	41.6	36.4	30.8	24.0	32.4	1*	1*	1*	1	52.7	46.5	39.7	31.5	41.7
DELAWARE COUNTY COMM.COLL.		III	2	2	2		35.2	29.0	25.2		33.1	2	2	1		45.2	37.8	33.2		42.6
DEL. VALLEY COLL.OF SCI&AGR.	12	IIB	2	2	1	1	34.0	28.6	24.5	21.4	27.1	2	2	1	1	40.2	34.7	29.9	25.7	32.8
DICKINSON COLLEGE		IIB	1	1	1	1	40.9	31.4	24.5	21.5	29.9	1*	1	1	1	53.2	40.8	30.3	25.6	38.0
DREXEL UNIVERSITY		IIA	1*	1	1*	1	48.0	34.2	29.9	24.2	36.3	1*	1	1*	1	59.0	43.2	37.4	29.6	45.2
DUQUESNE UNIVERSITY		IIA	3	4	4	5	37.1	28.3	23.5	18.6	29.5	3	4	4	4	45.4	35.0	29.2	23.3	36.4
EAST STROUDSBURG UNIV PENN	28	IIA	3	2	3		38.3	31.8	25.7	----	33.1	3	2	2		47.0	39.4	32.4	----	41.0
EASTERN BAPTIST THEOL SEM		IIC					30.3	----	----		28.5					40.1	----	----		38.2
EASTERN COLLEGE		IIB	3	3	3		29.4	25.4	21.8	----	25.5	4	3	3		34.6	31.1	26.7	----	30.6
EDINBORO UNIVERSITY OF PENN.	28	IIA	3	3	3		37.4	30.8	25.4	----	32.3	3	3	3		46.2	38.5	32.0	----	40.2
ELIZABETHTOWN COLLEGE		IIB	2	1	1		35.8	31.0	24.9	----	30.5	1	1	1		45.9	39.9	30.3	----	38.6
FRANKLIN AND MARSHALL COLL.	29	IIB	1*	1*	1	1	46.6	36.0	25.0	23.3	35.1	1*	1*	1	1	59.9	46.0	30.0	26.3	44.2
GANNON UNIVERSITY		IIA	4	3	2	3	33.8	30.0	26.3	20.3	28.9	4	3	2	2	42.9	38.3	34.0	27.0	37.1
GENEVA COLLEGE		IIB	4	4	3		28.3	24.6	21.6	----	25.0	4	3	3		34.1	30.9	26.9	----	30.8
GETTYSBURG COLLEGE		IJB	1	1	1	1*	43.0	33.1	25.3	24.4	32.9	1	1*	1	1*	52.2	43.2	30.2	29.0	40.9

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
12.	ALL	77.	47.		10.4	12.1	13.6	11.9	31	24	43	15	5	6	23	10	----	32.7	28.8	24.9	----	33.3	28.7	22.9
11.	70.	25.	15.	13.	7.0	5.7	6.7	6.7	4	7	13	12	6	1	14	12	----	----	25.6	23.2	----	----	23.2	23.8
24.	ALL	89.	34.		4.0	4.0	4.0	----	11	20	21	5	1	7	20	4	----	24.7	21.8	----	----	24.2	21.1	----
11.	86.	19.			2.0	3.7	2.8	----	21	16	9	5	1		3	2	----	----	----	----	----		----	----
23.	ALL	88.	13.	70.	9.8	12.0	12.3	9.6	291	200	152	10	13	48	72	17	40.3	31.9	28.3	23.8	36.7	31.2	26.7	20.8
14.	95.	67.			0.0	0.0	0.0	----	20	17	10		1	4	7	2	----	----	21.6		----	----	20.4	----
22.	98.	84.	7.		7.6	9.1	11.1	7.6	284	191	157	11	11	43	52	18	41.7	32.0	27.2	15.5	38.3	29.7	24.6	16.9
13.	ALL	93.	22.	7.	9.7	10.3	9.3	8.5	6	11	13	6	1	4	5	8	----	----	----	23.5	----	----	----	23.1
22.	94.	62.	8.		4.6	2.3	4.7	0.6	80	74	51	4	7	16	22	13	44.9	34.1	27.3	----	44.4	26.5	23.7	----
31.	ALL	ALL	18.						11	18	13	6	1	6	4	4	----	30.5	----	----	----	29.1	----	----
25.		50.							5	5	10			1	4		----	----	----			----	----	
26.	76.	32.							20	24	14	2	1	4	10	1	----	----	22.1	----	----	----	20.7	----
22.	ALL	33.			4.1	4.9	5.5	----	6	14	11	2	1	1	3		----	----	----	----	----	----	----	
20.	96.	83.			2.7	2.2	5.3		51	45	9		5	14	11		----	28.7	23.9		----	26.8	20.6	
30.	91.	91.			1.6	3.1	1.7		27	18	18		5	4	11	2	----	----	20.5		----	----	19.7	----
----																								
----									3			2					----			----				
17.									14	5	5	4		2	3	1	----	----	----	----		----	----	----
22.																								
68.									3	5				1			----	----				----		
27.	83.	53.	11.		9.6	9.9	11.1	11.2	25	35	40	9	5	8	7	7	----	30.1	26.3	22.9	----	27.0	23.7	21.4
27.	ALL	87.	10.						218	185	100	32	9	32	46	34	39.0	30.9	26.7	19.9	35.8	30.1	24.5	18.4
21.	89.	77.	11.						18	20	15	2	1	11	12		----	26.0	24.4	----	----	23.2	24.0	
24.	96.	77.			3.1	4.1	3.8		42	17	17		5	5	5		----	----	----		----	----	----	
26.	96.	60.	5.		8.1	8.7	10.9	6.3	67	48	21	2	4	14	17	10	----	27.8	22.7	----	----	26.6	22.4	----
32.	88.	ALL	40.		2.2	2.6	3.3		8	25	12	1		10	3	1	----	26.8	----	----		24.8	----	----
27.	99.	92.	1.	31.					237	143	79	32	18	37	61	27	38.7	30.3	25.6	21.2	34.2	29.0	24.2	18.4
23.	82.	69.	6.		4.8	5.3	6.4		15	36	35		2	12	15		----	29.8	23.9		----	27.0	23.2	
19.					----	0.2	0.0		4	8	9			5	2		----	----	----			----	----	
34.	75.				1.5	----			8	3				1			----	----				----		
13.	ALL								11	5	5						----	----	----					
16.	14.								7								----							
20.			75.		----	----	0.8		1	5	6		1		2		----	----	----		----		----	
24.	93.	64.	14.						48	29	14	2	6	13	7	1	38.9	30.7	24.3	----	36.1	27.2	24.5	----
35.				29.					2	4	5	5			1	2	----	----	----	----			----	----
22.	97.	96.	38.						27	18	13	4	7	8	8	6	37.1	30.7	26.2	----	39.6	30.4	25.1	----
24.	98.	91.	12.		8.6	10.0	10.9	10.9	39	19	44	4	2	4	13	7	----	----	24.5	----	----	----	23.9	----
13.	71.	75.			7.7	7.6	9.6	4.9	4	5	22	4	3	3	11	2	----	----	23.7	----	----	----	20.1	----
21.			38.		----	----	4.0	----	4	2	4	1	1		4	1	----	----	----	----	----		----	----
8.											4	4	5	3	12	8			----	----	----	----	----	----
24.	92.	ALL	21.		6.1	6.0	9.2	----	11	11	14	1	1	6	20	5	----	27.6	23.4	----	----	25.3	22.4	----
25.	97.	89.	52.	6.					88	87	59	12	12	17	42	20	39.1	32.1	26.2	21.1	39.2	31.7	24.7	21.6
22.	ALL	94.	10.		4.4	6.1	5.7	----	38	17	13		18	15	18	3	42.2	33.8	25.7		43.1	33.7	26.4	----
26.	99.	88.	4.		5.4	6.3	6.6	----	81	42	51	1	1	14	22	4	----	35.1	26.8	----	----	33.1	26.2	----
26.	ALL	99.	24.						38	63	8	3	12	44	9	2	34.1	31.8	21.4	----	32.5	28.6	20.6	----
26.	ALL	93.	45.	10.					12	8	6	6	5	6	5	4	----	31.4	----	----	----	26.4	----	----
25.	ALL		43.		7.7	----	8.4	----	5	2	8	2	5	1	13	2	----	----	24.3	----	----	----	23.7	----
23.	ALL	96.	72.	57.					101	83	35	3	11	14	12	4	37.4	30.9	24.7	----	36.9	31.1	24.6	----
23.	ALL	29.			5.3	6.5	9.4	7.7	4	6	6		5	11	15	7	----	24.9	19.3		----	24.5	19.6	----
22.	ALL	40.			8.2	9.6	11.3	8.6	189	107	111	7	10	20	25	4	56.5	38.9	34.2	----	41.8	32.4	30.0	----
26.	ALL	ALL	5.		6.7	7.1	5.5		11	6	9	2	1	4	13	2	----	----	20.4	----	----	----	22.1	----
22.		86.	33.		----	5.5	6.8	----	2	5	3	2	1	2	9	2	----	----	----	----	----	----	----	----
23.	ALL	94.	94.	80.					39	42	6	7	15	25	11	3	37.5	31.0	26.4	----	37.5	30.8	25.3	----
26.	92.	81.	48.	22.					83	82	49	6	10	12	33	17	39.0	31.8	25.6	19.8	38.8	31.3	24.6	19.4
23.			75.						2	3	9	2			11	3	----	----	26.6	----			23.5	----
15.		94.	38.						2	12	10		3	5	27	7	----	----	20.3		----	----	19.9	----
26.	ALL	98.	77.		9.7	10.0	9.8		33	32	22		29	20	9		33.2	30.2	28.0		30.9	26.4	22.8	
27.	ALL	86.	56.		10.0	10.6	10.6	----	23	19	7	1	8	10	9	2	32.7	30.7	27.9	----	32.5	28.0	19.5	----
28.	63.	82.	50.		----	10.0	10.1	----	3	6	8	1	5	5	6	2	----	----	22.1	----	----	----	22.6	----
26.	ALL	87.	50.		10.0	11.0	9.6		19	21	4		17	18	4	2	32.5	27.5	----		30.4	26.8	----	----
37.	ALL	ALL	ALL	13.					5	8	10	5	5	8	10	3	----	28.5	25.7	----	----	26.5	26.2	----
29.	ALL	99.	81.						9	75	108	8	8	50	89	10	42.2	37.3	31.7	26.5	41.0	35.0	29.6	21.9
29.	ALL	ALL	23.						44	4	7		21	5	6		35.9	----	26.2		33.8	----	24.1	
21.	ALL	ALL	46.		4.3	4.8	5.5	5.8	8	29	21	6		2	5		----	----	----	----		----	----	
27.	ALL	91.			5.4	5.9	8.6	7.8	27	35	28	6		8	16	9	----	31.6	24.8	21.3		30.9	23.9	21.6
24.	97.	76.	20.						112	94	81	13	7	18	30	7	48.1	34.6	30.9	25.7	45.5	31.8	27.3	21.5
23.	ALL	78.	11.	7.	4.5	5.6	7.0	----	71	61	39	3	9	27	16	12	37.8	29.3	23.7	----	31.8	25.9	23.0	----
24.	98.	88.	58.						82	53	25	3	15	20	20	2	38.5	31.7	26.0	----	37.2	32.1	25.3	----
34.	67.								8	1	2		1		1		----	----	----		----		----	
20.	ALL	58.	10.						11	10	7	2	6	2	3	3	30.1	----	----	----	28.2	----	----	----
25.	ALL	97.	85.		0.9	0.5	0.3		121	76	50		12	18	25	2	37.4	30.9	25.4		36.8	30.6	25.3	----
27.	97.	89.	24.		8.8	6.5	6.0	----	31	33	18	2	1	5	11	2	----	----	25.2	----	----	----	24.3	----
26.	ALL	92.	2.		7.4	9.2	12.3	16.6	43	38	45	6					----	----	----	----				
28.	96.	86.	37.						25	32	36	6	2	4	5	1	----	----	----	----	----	----	----	----
23.	ALL	67.	44.		0.0	0.0	0.0	----	17	13	7	1	1	2	2	2	----	----	----	----	----	----	----	----
24.	95.	98.	14.	11.	6.1	5.7	8.4	4.4	34	48	16	4	3	3	20	5	----	----	25.4	----	----	----	25.2	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
GWYNEDD-MERCY COLLEGE		IIB	5	5	5	4	22.6	20.0	19.1	16.7	18.4	5	5	5	5	25.3	22.5	21.6	18.9	20.8
HARRISBURG AREA COMM.COLLEGE	3	III	2	3	4	4	34.0	28.2	22.4	19.4	29.3	2	2	3	3	44.3	37.2	30.3	26.5	38.6
HAVERFORD COLLEGE		IIB	1*	1*	1		46.5	36.5	26.6	----	37.3	1*	1*	1		58.5	46.1	31.9	----	46.4
IMMACULATA COLLEGE		IIB	3	2			30.1	27.9	----	----	27.0	3	2			35.6	34.2	----	----	32.9
INDIANA UNIVERSITY OF PENN.	28	IIA	3	3	4	5	37.3	30.5	24.4	17.8	30.7	3	3	3	4	45.4	37.9	30.7	23.1	37.9
JUNIATA COLLEGE		IIB	2	2	1		35.4	27.4	25.3	----	29.9	1	2	1		46.1	34.9	32.0	----	38.4
KEYSTONE JUNIOR COLLEGE		III	5	5	5	5	26.2	22.1	17.9	17.0	21.0	5	5	5	5	30.9	26.2	21.1	20.1	24.8
KING'S COLLEGE		IIB	2	2	2		32.6	27.8	23.5	----	27.7	2	2	2		41.7	34.6	29.7	----	35.0
KUTZTOWN UNIVERSITY	28	IIA	3	3	3	3	38.8	31.5	25.3	20.7	32.4	2	2	3	2	47.3	38.9	31.8	26.7	39.9
LACKAWANNA JUNIOR COLLEGE		III			5	5	----	----	16.4	11.5	14.7			5	5	----	----	19.4	13.9	17.6
LAFAYETTE COLLEGE		IIB	1*	1*	1*	1	50.0	37.2	27.5	23.6	35.1	1*	1*	1*	1*	62.8	47.2	35.0	31.7	44.5
LANCASTER BIBLE COLLEGE		IIC					----	----	----	----	17.2					----	----	----	----	21.9
LANCASTER THEOLOGICAL SEM		IIC					18.1				18.1					34.7				34.7
LA ROCHE COLLEGE		IIB		3	3		----	25.1	22.6		24.3		4	3		----	28.8	26.0		27.9
LA SALLE UNIVERSITY		IIB	1	1	1	1	40.0	32.3	26.5	21.5	30.7	1	1	1	2	49.1	40.0	32.1	24.6	37.5
LEBANON VALLEY COLLEGE		IIB	4	3	3		28.4	24.9	21.7	----	24.9	3	3	3		35.1	29.9	26.7	----	30.4
LEHIGH CO CMTY COLLEGE		III	3	3	2		33.3	28.5	26.1	----	29.1	3	3	1		41.8	36.2	33.4	----	36.9
LEHIGH UNIVERSITY		I	2	2	3	1*	48.8	35.6	28.4	29.4	40.7	1	2	3	1*	64.4	45.6	34.9	35.0	52.8
LINCOLN UNIVERSITY		IIB	2	2	3	3	33.0	27.1	22.6	19.3	24.8	3	3	3	3	39.3	31.8	26.4	22.0	29.0
LOCK HAVEN UNIVERSITY	28	IIB	1	1	1	2	39.6	32.3	26.1	20.1	32.9	1	1	1*	1	48.6	40.2	33.0	26.3	40.9
LUTHERAN THEOL SEM GETTYSBRG		IIC					24.3	----	----	----	22.4					29.2	----	----	----	27.2
LUTHERAN THEOL SEM PHILA		IIC					34.8	----	----	----	32.4					46.2	----	----	----	43.5
LUZERNE CO CMTY COLLEGE		III	3	3	4	5	31.0	27.6	21.5	16.4	23.0	3	3	4	5	38.8	34.8	27.5	21.4	29.3
LYCOMING COLLEGE		IIB	2	2	2	2	34.7	28.0	23.0	20.1	26.1	2	2	3	2	41.1	34.2	26.7	23.1	31.0
MANSFIELD UNIVERSITY	28	IIA	3	3	4	5	36.9	30.6	23.9	16.6	30.0	3	3	4	5	45.4	37.9	29.7	20.9	37.1
MARYWOOD COLLEGE		IIA	5	5	5	5	29.6	26.6	21.9	18.2	24.3	5	5	5	5	34.7	31.5	25.9	21.2	28.7
MERCYHURST COLLEGE		IIB	3	3	4	2	29.7	25.4	20.9	20.0	24.0	3	3	3	2	37.0	32.1	25.2	23.7	29.7
MESSIAH COLLEGE		IIB	3	2	2	1	31.0	27.2	24.3	21.6	26.0	3	2	2	1	38.5	33.4	29.0	26.0	31.6
MILLERSVILLE UNIV OF PENN	28	IIA	3	3	3	4	38.8	31.4	25.2	19.9	31.2	2	2	3	3	47.4	39.1	31.7	25.5	38.7
MONTGOMERY COUNTY COMM.COLL.		III	2	2	2		35.7	30.5	25.6	----	30.8	2	2	2		43.8	37.8	32.2	----	38.2
MORAVIAN COLLEGE		IIB	2	2	2		35.4	28.3	23.6	----	28.8	1	2	1		46.9	35.5	29.8	----	36.8
MOUNT ALOYSIUS JUNIOR COLL.		III		5	5	4		18.2	20.9	18.3	19.1		5	5	5		21.1	24.1	21.1	22.0
MUHLENBERG COLLEGE		IIB	1	1	2		38.1	29.8	23.1	----	30.2	1	1	2		50.9	40.5	28.1	----	39.3
NORTHAMPTON COUNTY AREA CC	4	III	4	3	3		30.1	27.9	24.2	----	27.0	3	3	2		39.1	36.5	31.9	----	35.3
NORTHEASTERN CHRIST.JR.COLL.		III						----	----	----	17.4						----	----	----	26.7
PEIRCE JUNIOR COLLEGE		III	5	5	4	4	27.0	23.8	21.0	18.7	22.5	5	5	5	4	32.4	28.6	25.4	22.9	27.2
PENN.COLL.OF PODIATRIC MED.		IIC					45.9	----	24.8	----	32.1					53.5	----	30.1	----	38.3
PENN STATE UNIV-MAIN CAMPUS	28	I	3	2	2	5	47.1	34.7	28.5	18.0	34.9	3	3	3	5	55.7	41.8	34.5	22.9	41.9
PENN STATE UNIV.IIA CAMPUSES	28	IIA	2	1	1	2	40.4	35.3	28.0	23.0	29.9	2	1	2	2	48.5	42.5	34.0	28.0	36.3
PENN STATE UNIV.III CAMPUSES	28	III	1	2	3	3	38.1	30.6	24.6	20.6	24.9	1	2	3	3	45.6	37.4	30.1	25.7	30.6
PHILADELPHIA COLLEGE OF ART		IIC					31.2	24.7	19.2		25.1					37.5	29.6	23.0		30.1
PHILA COLLEGE OF BIBLE		IIC					19.2	18.3	15.7	----	17.0					24.2	23.5	19.8	----	21.4
PHILA COLL. OF PHARM.&SCI.		IIC					41.5	30.3	25.1	21.6	29.5					52.4	39.3	33.1	29.1	38.3
PHILA.COLL.OF TEXT.&SCIENCE		IIB	1	1	1		38.3	32.1	26.7	----	30.9	1	1	1*		47.9	40.3	33.2	----	38.6
PITTSBURGH THEOL SEMINARY		IIC					37.7	----	----		33.6					46.3	----	----		41.3
POINT PARK COLLEGE		IIB	4	3	4	3	28.7	24.8	20.4	17.9	25.0	4	4	4	4	34.4	29.3	23.6	21.0	29.6
READING AREA CMTY COLLEGE	26	III	5	5			27.3	21.2	----	----	24.0	5	5			33.8	26.6	----	----	29.9
REFORMED PRESB.THEO.SEMINARY		IIC					----				----					----				----
ROBERT MORRIS COLLEGE		IIC					31.3	29.4	25.3	21.6	27.1					38.3	35.8	31.1	27.0	33.2
ROSEMONT COLLEGE		IIB	3	2	5		29.9	27.6	18.2	----	24.1	4	3	5		34.9	32.3	21.7	----	28.3
SAINT FRANCIS COLLEGE		IIB	4	3	4	2	27.7	25.0	20.5	19.4	24.2	4	3	3	2	34.0	31.4	26.4	24.2	30.2
ST. JOSEPH'S UNIVERSITY		IIB	1	1	1	2	39.7	31.6	26.3	20.8	30.5	1	1	1	2	47.2	38.5	31.4	23.7	36.5
SAINT VINCENT COLLEGE		IIB	3	3	3	3	31.1	25.0	21.4	19.2	24.4	3	3	3	2	38.2	31.7	26.9	24.0	30.6
SETON HILL COLLEGE		IIB	4	4	5	5	28.8	24.0	19.0	15.2	21.0	4	4	5	5	33.5	28.7	22.1	17.4	24.5
SHIPPENSBURG UNIVERSITY	28	IIA	2	2	3	3	38.9	31.7	25.7	21.2	33.3	2	2	2	3	48.1	39.6	32.7	26.3	41.5
SLIPPERY ROCK UNIVERSITY	28	IIA	3	3	4	4	37.4	30.5	24.2	19.6	30.7	3	3	4	3	45.9	37.8	30.5	25.2	38.0
SPRING GARDEN COLLEGE		IIC					31.4	24.5	----	----	28.6					40.2	31.8	----	----	36.8
SUSQUEHANNA UNIVERSITY		IIB	2	2	2		35.1	27.9	22.9	----	28.9	2	2	2		43.6	34.7	27.8	----	35.7
SWARTHMORE COLLEGE		IIB	1*	1*	1		48.4	33.6	26.1	----	38.8	1*	1*	1		59.7	41.5	32.4	----	47.9
TEMPLE UNIVERSITY		I	3	3	3	2	43.4	33.7	27.8	23.0	36.1	3	3	3	2	53.3	41.8	34.8	28.9	44.7
THIEL COLLEGE		IIB	4	4	4		28.6	24.1	20.5	----	24.2	3	3	3		37.7	31.9	26.3	----	31.7
THOMAS JEFFERSON UNIVERSITY		IIC					----	31.4	24.9	15.4	23.7					----	40.1	32.5	23.7	31.7
UNIVERSITY OF PENNSYLVANIA		I	1	1*	1*		56.2	40.0	32.9	----	46.3	1	1*	1		69.1	50.4	39.0	----	56.9
UNIV OF PITTS MAIN		I	2	3	4	5	48.3	34.1	27.1	18.7	36.4	2	2	3	5	60.1	42.9	33.5	23.7	45.4
UNIV OF PITTS BRADFORD		IIB		2	1	4	----	28.5	25.0	17.7	25.5		2	2	3	----	35.3	29.6	21.3	31.0
UNIV OF PITTS GREENSBURG		III	3	4	4	5	31.0	26.2	23.0	17.1	25.4	3	4	3	5	39.5	33.1	29.4	21.6	32.2
UNIV OF PITTS JOHNSTOWN		IIB	1	1	1	2	37.4	30.4	24.7	19.6	27.6	1	1	1	2	48.3	38.5	30.9	24.2	34.9
UNIV OF PITTS TITUSVILLE		III		3				27.6	----	----	23.5		3				36.0	----	----	29.6
UNIVERSITY OF SCRANTON		IIA	4	4	3	2	35.4	29.4	25.0	22.2	28.8	3	3	3	2	45.8	38.2	31.7	28.6	37.1
URSINUS COLLEGE		IIB	2	2	1		36.1	29.3	24.8	----	29.2	2	2	2		42.7	35.0	29.7	----	34.8
VALLEY FORGE CHRISTIAN COLL.		IIC						----	----	----	14.8						----	----	----	17.9
VALLEY FORGE MILITARY JR.COL		III					----	----	----	----	19.2					----	----	----	----	24.3
VILLA MARIA COLLEGE		IIB		5	5			21.3	18.9	----	18.6		5	5			25.8	22.5	----	22.2
VILLANOVA UNIVERSITY		IIA	1	1	1	2	44.8	34.8	28.6	21.5	33.7	1	1	1	3	55.1	43.3	34.9	25.8	41.5
WASHINGTON & JEFFERSON COLL.		IIB	2	2	2	1*	32.9	29.2	23.8	25.6	28.3	2	1	1	1*	41.3	37.0	30.5	31.1	35.8
WAYNESBURG COLLEGE		IIB	5	5		3	24.2	21.5	----	18.5	21.8	4	4		3	31.1	27.8	----	22.8	27.9
WEST CHESTER UNIVERSITY	28	IIA	3	2	3	2	38.8	31.9	25.5	21.6	32.2	2	2	3	2	47.3	39.1	31.6	27.1	39.5
WESTMINSTER COLLEGE		IIB	3	3	3		30.8	26.0	22.3	----	26.6	3	3	3		35.9	30.4	26.0	----	31.0
WESTMINSTER THEOLOGICAL SEM.		IIC					25.8	----	----		24.2					29.6	----	----		28.1

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
13.	67.	41.	51.	2.					2	10	2	9	7	12	33	45	----	20.4	----	17.5	----	19.6	----	16.5
32.	ALL	94.	7.		6.1	6.7	8.4	8.2	67	13	8	10	13	5	6	13	34.2	----	24.0	20.4	32.4	----	20.3	18.7
24.	86.	95.			6.6	7.7	8.6		35	16	15	3	1	4	10		----	----	26.8	----	----	----	26.3	
22.	ALL	90.			9.6	6.9	----	----	2	4	1	2	4	6	1	2	----	----	----	----	----	----	----	----
24.	98.	81.	51.	9.					211	133	90	19	27	36	65	25	37.3	30.6	24.6	18.5	37.0	30.0	24.1	17.2
28.	73.	48.	19.		4.2	6.4	6.7	----	29	19	10		1	6	6	3	----	27.7	26.1		----	26.6	24.0	----
18.	ALL	77.							7	8	2	3	2	5	5	7	----	----	----	----	----	----	----	----
26.	ALL	93.	35.		5.2	5.0	5.2	----	27	26	15	2	1	1	8	3	----	----	23.6	----	----	----	23.2	----
23.	97.	89.	56.	36.					90	85	39	7	16	17	27	4	38.8	31.7	25.6	----	39.0	30.9	25.0	----
19.									3	1	6	7	1	2	3	3	----	----	----	----	----	----	----	----
27.	ALL	96.	3.		6.8	7.9	7.4	----	35	40	45	7	1	5	23	3	----	----	28.5	----	----	----	25.5	----
27.									2	2	4	1		2	1		----	----	----	----		----	----	
92.	ALL								10								----							
15.									1	7	9		2	6	10		----	24.8	23.2		----	25.4	22.0	
22.	ALL	91.	45.		6.6	8.4	7.3	9.4	33	68	48	9	1	11	16	10	----	32.9	27.0	22.0	----	28.7	25.1	21.1
22.					4.9	5.1	4.7	----	19	19	18	1	2	3	1	2	----	----	----	----	----	----	----	----
27.	ALL	88.	94.						19	12	7	1	3	4	9	2	----	----	27.8	----	----	----	24.8	----
30.	99.	90.			4.7	5.6	8.5	5.7	177	91	47	7	4	10	21	3	----	35.9	29.6	----	----	33.3	26.0	----
17.	ALL	40.	22.	8.	4.0	5.4	9.2	4.7	12	11	19	6	4	4	13	7	----	----	23.0	19.4	----	----	22.0	19.3
24.	ALL	94.	60.	7.					49	61	15	6	12	7	10	9	39.7	32.3	26.1	19.1	39.0	32.3	26.2	20.9
22.	ALL				6.0	----	----		8	3		1			2		----	----		----			----	
34.	ALL								9	1	2			1		1	----	----	----			----		----
27.									15	18	12	5	1	8	21	16	----	28.8	22.3	----	----	25.0	21.1	----
19.	ALL	ALL	33.	14.	6.1	7.9	8.0	----	11	25	22	2	1	1	11	5	----	----	23.4	----	----	----	22.2	----
24.	ALL	93.	64.	14.					46	46	29	4	4	9	18	3	----	30.6	23.7	----	----	30.4	24.1	----
18.	70.	60.	26.		6.6	5.0	4.7	2.2	14	25	20	4	6	18	37	6	30.6	26.8	22.1	----	27.2	26.4	21.8	----
24.	ALL	70.			6.4	7.3	8.1	7.6	9	17	18	6	6	10	5	6	29.1	26.4	----	21.8	30.5	23.7	----	18.2
22.	59.	12.	3.						15	21	20	7	2	5	10	4	----	----	24.4	----	----	----	24.0	----
24.	ALL	82.	44.	29.					88	79	57	4	7	28	33	13	38.8	31.3	25.2	----	38.7	31.6	25.2	----
24.	ALL	98.	75.		6.3	6.8	7.1	----	38	25	15	1	10	33	17	4	36.1	32.1	26.2	----	34.2	29.3	25.1	----
28.	96.	81.	17.		6.3	7.4	7.9	----	22	25	18	4	5	7	6	1	----	28.4	23.9	----	----	28.0	22.7	----
15.		67.		6.						4	3	2		5	9	15		----	----	----		----	----	----
30.	98.	92.	10.		8.2	9.0	7.8	----	41	10	28	3	3	3	12	2	----	----	23.8	----	----	----	21.4	----
31.	ALL	ALL	58.						16	15	13	2	8	6	11	2	29.8	28.1	24.2	----	30.6	27.3	24.1	----
54.										1	2	2				1		----	----	----				----
21.									4	10	2	5	3	6	7	5	----	24.2	----	----	----	23.1	----	----
19.	80.								9	4	13	3	1		1		----	----	----	----	----		----	
20.	97.	82.	17.		6.7	7.5	9.2	8.7	483	368	259	79	26	42	83	79	47.3	34.8	29.6	18.3	42.5	33.1	25.2	17.7
21.	95.	89.	30.		6.9	7.5	7.7	5.5	21	57	69	28	1	6	18	14	----	35.6	28.6	24.8	----	32.9	25.5	19.3
23.	ALL	97.	56.		10.9	7.0	6.5	6.0	20	103	295	113	4	19	74	62	----	30.8	25.0	21.6	----	29.3	23.1	18.7
20.	93.	81.			4.0	4.0	4.0		14	23	10		1	4	4		----	----	----		----	----	----	
26.	38.	29.							8	5	7	4		2	1	1	----	----	----	----		----	----	----
30.	84.	73.			5.4	----	8.7	12.3	18	13	15	10	1	2	10	6	----	----	25.1	21.9	----	----	25.2	21.1
25.	ALL	96.	32.		3.8	4.6	6.5	----	18	24	24	1		4	13		----	----	27.0	----		----	26.0	
23.	ALL								10	1	3			1	1		----	----	----			----	----	
19.	ALL	69.	30.		6.5	9.1	7.4	6.7	25	19	6	4	8	7	4	6	28.7	25.7	----	----	28.6	22.4	----	----
25.									8	1			9	6	2	4	28.5	----			26.2	----	----	----
---									4								----							
22.									5	37	39	5	3	10	12	4	----	29.6	25.5	----	----	29.0	24.9	----
17.	ALL	ALL	38.		0.0	0.2	0.0	----	5	9	5		4	5	8	3	----	----	----		----	----	----	----
25.	ALL	71.	46.						19	9	10	4	3	5	3	5	----	----	----	----	----	----	----	----
20.	95.	81.	29.		6.0	6.8	8.9	7.4	34	34	48	12	3	3	11	2	----	----	26.3	----	----	----	25.8	----
25.	ALL	50.			5.1	5.1	7.3	----	10	23	8	9		1	3		----	----	----	----		----	----	
17.	ALL	73.			0.0	0.2	0.0	0.9	1	6	6	1	7	5	10	10	----	----	18.2	----	----	----	19.4	----
25.	99.	80.	53.		4.4	6.3	6.1	----	115	76	39	2	5	12	20	5	----	31.8	26.0	----	----	30.8	25.1	----
24.	ALL	96.	57.	18.	0.0	0.6	1.0	0.0	115	64	53	14	17	19	34	14	37.5	30.5	24.2	19.7	37.1	30.4	24.3	19.5
29.	87.	58.							24	10	3	1	6	2	2		31.5	----	----	----	31.0	----	----	
24.	87.	87.	32.		2.8	3.0	3.3	----	27	21	14	1	4	2	8	3	----	----	23.7	----	----	----	21.5	----
23.	96.	88.	15.		4.1	5.2	8.3	----	61	22	21	1	8	10	13	3	48.6	34.1	26.6	----	47.1	32.5	25.3	----
24.	98.	92.	17.	15.	5.3	5.8	6.5	7.7	415	324	127	18	69	86	111	23	44.2	34.2	29.0	26.0	38.6	31.9	26.4	20.7
31.	95.	80.	18.		4.0	5.0	6.6	5.8	19	13	9		3	7	8	5	----	24.4	20.8		----	23.5	20.0	----
34.										1	4	2	4	11	30	16		----	----	----	----	----	----	----
23.	ALL	89.	1.		8.1	9.3	10.6		473	202	187	1	37	52	65		56.7	40.4	33.8	----	50.6	38.4	30.2	
25.	96.	82.			5.3	5.5	7.5	7.1	370	336	152	22	51	102	119	45	49.1	34.3	28.0	20.7	42.0	33.4	26.1	17.8
22.		89.			----	5.1	6.2	8.7	3	16	19	4	1	3	7	6	----	----	25.3	----	----	----	24.3	----
27.	ALL	ALL			5.2	7.4	14.4	13.0	7	9	6	3	2	6	4	3	----	27.2	----	----	----	24.7	----	----
26.	ALL	ALL			6.2	6.1	6.5	4.1	11	50	32	11	2	8	12	8	----	30.7	25.4	21.1	----	28.7	22.9	17.5
26.		ALL				----	----	----		6	4	2		1	1			----	----	----		----	----	
29.	98.	78.	24.	33.	6.7	6.4	6.0	4.5	50	61	49	5	1	4	10	10	----	----	25.0	----	----	----	25.3	----
19.	95.	70.	14.		10.1	9.2	8.3	----	19	21	13	2	1	9	9	3	----	29.8	25.7	----	----	28.0	23.5	----
21.										4	3	5		1	1			----	----	----		----	----	
27.									3	3	2					1	----	----	----					----
19.		92.	29.			8.9	8.5	----		3	6	2		10	22	3		----	18.8	----		----	19.0	----
23.	95.	82.	44.		5.7	5.9	5.5	5.7	107	117	143	16	9	24	59	16	45.4	35.0	29.7	23.1	37.6	34.1	25.8	19.9
26.	ALL	93.	50.		6.7	6.4	10.0	----	20	26	14	6		1	8		----	----	24.5	----		----	22.6	
28.	ALL	90.			6.2	6.4	----		18	9	3	3	3	1		6	----	----	----	----	----	----		----
23.	99.	94.	68.	64.	6.1	11.6	6.5	4.1	119	138	60	6	23	39	51	8	38.9	31.9	25.3	21.5	38.6	31.9	25.6	21.6
17.	ALL	89.	48.						32	23	16	2	5	4	9	2	----	----	22.3	----	----	----	22.2	----
16.	86.				4.2	----	----		7	5	1						----	----	----					

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
PENNSYLVANIA(CONTD)																				
WESTMORELAND CO. COMM. COLL.		III		4	3	3	----	26.6	24.2	20.5	24.3		4	3	3	----	33.1	30.9	25.9	30.6
WIDENER UNIVERSITY		IIA	2	1	2	2	41.9	34.9	26.9	21.9	31.0	1	1*	2	2	52.8	44.2	34.1	28.3	39.5
WILKES COLLEGE		IIA	5	5	5		31.7	26.7	22.3	----	25.6	5	5	5		36.5	31.1	26.3	----	29.9
WILLIAMSPORT AREA COMM.COLL.		III	4	3	2	1	28.4	27.6	25.9	23.5	25.4	4	2	1	1	37.6	36.9	34.3	31.2	33.8
WILSON COLLEGE		IIB	4	4	5		27.1	22.6	18.4	----	22.0	4	5	5		31.8	25.9	21.2	----	25.5
YORK COLLEGE OF PENNSYLVANIA		IIB	1	1*	1*	1	41.6	34.7	27.1	22.5	30.4	1	1*	1*	1*	51.0	43.1	33.8	28.6	37.9
RHODE ISLAND																				
BROWN UNIVERSITY		I	2	2	4		49.9	34.7	27.0	----	41.6	2	2	4		62.0	43.1	32.8	----	51.5
BRYANT COLLEGE		IIC					42.6	37.5	29.8	27.3	36.4					53.2	47.2	37.7	34.9	45.8
COMMUNITY COLLEGE OF R.I.		III	3	4	4		31.0	26.1	21.5	----	26.8	4	4	4		37.7	32.9	27.3	----	33.3
NEW ENGLAND INST. OF TECH.		III			3	2		----	23.6	21.0	22.7			4	3		----	28.4	25.4	27.3
PROVIDENCE COLLEGE		IIA	1	1*	2	1	42.2	35.5	27.6	25.2	33.2	1*	1*	1*	1*	56.3	48.1	36.6	34.1	44.5
RHODE ISLAND COLLEGE	4	IIA	4	4	4	4	34.8	29.2	24.7	19.7	29.2	4	4	3	3	43.1	36.5	31.3	25.5	36.6
RHODE ISLAND SCHOOL DESIGN		IIC					38.8	31.6	24.6		30.1					50.1	39.5	31.0		38.1
ROGER WILLIAMS COLLEGE	25	IIB									31.4									39.1
SALVE REGINA-NEWPORT COLLEGE	61	IIA	5	5	5	5	32.5	26.8	21.7	18.3	24.8	5	5	5	5	38.0	32.0	24.8	20.2	28.7
UNIVERSITY OF RHODE ISLAND		I	5	4	3	4	40.2	31.7	28.1	20.7	34.6	4	4	2	3	49.6	39.5	35.1	26.1	43.0
SOUTH CAROLINA																				
BAPTIST COLL.OF CHARLESTON		IIB	5	5	5		22.8	17.6	17.9	----	18.8	5	5	5		27.3	21.4	21.4	----	22.5
BENEDICT COLLEGE		IIB	4	5	5	5	27.4	20.9	18.7	15.7	19.2	4	5	5	5	32.1	24.7	22.2	18.6	22.7
CENTRAL WESLEYAN COLLEGE	4	IIB	5	5			19.1	15.9	----	----	16.8	5	5			23.2	18.6	----	----	20.1
CITADEL, THE		IIA	3	2	3		37.1	33.1	25.9	----	32.2	4	3	4		43.4	38.8	30.5	----	37.7
CLAFLIN COLLEGE		IIB	5		5	4	20.8	----	18.6	16.8	18.2	5		5	4	24.0	----	21.6	19.3	21.0
CLEMSON UNIVERSITY		I	3	3	3	4	44.4	33.4	28.2	20.0	34.7	4	4	4	4	52.1	39.4	33.4	24.0	40.9
COKER COLLEGE		IIB	4	4	4		26.2	22.8	20.9	----	23.1	4	4	4		30.8	27.0	24.8	----	27.3
COLLEGE OF CHARLESTON		IIA	3	2	3		37.5	32.5	25.8	----	30.4	4	3	3		44.0	38.3	30.6	----	35.9
COLUMBIA BIBLE COLLEGE		IIC					25.9				23.7					30.0				27.3
COLUMBIA COLLEGE		IIB	4	4	4	3	27.8	22.5	20.9	17.9	22.9	4	4	4	4	32.6	26.3	24.4	20.2	26.7
CONVERSE COLLEGE		IIB	3	3	3	1	29.9	26.2	22.3	23.3	25.5	3	2	3	1	37.9	33.0	26.5	27.1	31.6
ERSKINE COLLEGE & SEMINARY		IIB	5	5	5		25.2	20.8	18.0	----	22.5	5	5	5		29.4	24.5	20.9	----	26.2
FRANCIS MARION COLLEGE		IIB	1	2	2	4	36.3	28.3	23.4	17.6	27.3	2	2	2	3	42.7	33.4	27.8	21.2	32.4
FURMAN UNIVERSITY		IIB	2	2	2	3	36.2	27.6	23.2	18.6	29.6	2	2	3	4	43.5	33.0	27.3	20.6	35.2
LANDER COLLEGE		IIB	2	2	2	3	34.8	29.7	24.3	18.2	28.4	2	2	2	3	41.0	35.0	28.9	21.9	33.5
LIMESTONE COLLEGE		IIC					21.4	21.6	20.5	----	20.5					25.6	25.4	23.4	----	23.9
LUTHERAN THEOL STHN SEM		IIC					24.7	----	----		22.2					34.3	----	----		31.5
MORRIS COLLEGE		IIB	5	5	5	5	22.5	20.2	16.8	15.1	18.0	5	5	5	5	24.8	22.3	18.6	16.8	19.8
NEWBERRY COLLEGE		IIB	5	5	4		23.9	21.2	19.5	----	21.3	5	5	5		27.9	24.6	22.6	----	24.8
NORTH GREENVILLE COLLEGE		III		5	5	5	----	17.9	16.5	14.4	16.1		5	5	5	----	21.8	20.2	17.7	19.8
PRESBYTERIAN COLLEGE		IIB	3	4	4		31.3	24.6	20.9	----	25.7	3	4	4		37.0	29.1	24.3	----	30.2
SOUTH CAROLINA STATE COLLEGE		IIB	1	1	1	2	38.1	31.0	25.8	20.2	28.3	2	1	1	2	44.9	36.6	30.6	24.2	33.5
UNIV. SOUTH CAROLINA-MAIN		I	3	4	4	4	44.5	31.9	27.1	20.4	34.1	4	5	4	4	51.8	37.7	32.2	24.5	40.1
UNIV. SOUTH CAROLINA-AIKEN		IIB	2	2	3	4	32.8	27.2	21.9	17.3	25.6	3	3	3	4	38.7	32.3	26.2	20.9	30.4
UNIV.SOUTH CAROLINA-BEAUFORT	4	III		4			----	25.0	----	----	24.6		5			----	29.8	----	----	29.3
UNIV. SOUTH CAROLINA-COASTAL		IIB	2	2	2		32.8	27.0	24.0	----	26.5	3	3	2		38.7	32.1	28.5	----	31.5
UNIV. SOUTH CAROLINA-LNCSTER		III		4	4		----	26.8	23.0	----	25.3		4	4		----	31.8	27.5	----	30.1
UNIV. SOUTH CAROLINA-SLKTCHE		III			4		----	----	21.5	----	23.7			5		----	----	25.7	----	28.3
UNIV. SOUTH CAROLINA-SPTBRG		IIB	2	2	2	2	32.9	27.0	23.9	20.8	25.1	3	3	2	2	38.8	32.1	28.5	24.9	29.8
UNIV. SOUTH CAROLINA-SUMTER		III		4	3		----	26.8	23.4	----	25.1		4	4		----	31.9	27.9	----	29.9
UNIV. SOUTH CAROLINA-UNION		III				3	----	----	----	19.9	22.7				4	----	----	----	23.9	27.1
VOORHEES COLLEGE		IIB	5		5	5	19.4	----	16.1	11.3	14.0	5		5	5	22.9	----	18.9	13.3	16.5
WINTHROP COLLEGE		IIA	3	3	3	5	38.3	30.7	25.4	18.3	29.0	3	4	4	5	45.1	36.3	30.2	22.0	34.4
WOFFORD COLLEGE		IIB	2	2	2		35.4	27.2	23.7	----	28.1	2	2	2		42.7	33.6	28.0	----	34.1
SOUTH DAKOTA																				
AUGUSTANA COLLEGE	62	IIB	4	3	3	3	29.0	25.0	21.1	18.7	24.6	3	3	2	2	36.9	32.4	27.8	25.2	31.9
BLACK HILLS STATE COLLEGE		IIB	3	3	3	4	31.2	25.3	22.5	17.4	24.7	3	4	3	4	36.0	29.3	26.1	20.4	28.6
DAKOTA STATE COLLEGE		IIB	3	3	2	2	32.5	25.7	23.7	20.2	25.3	3	4	2	2	37.3	29.7	27.4	23.4	29.2
DATOKA WESLEYAN UNIVERSITY		IIB	3	4	4	3	30.2	23.5	20.3	18.9	22.8	3	4	4	4	36.3	29.7	22.7	21.1	26.7
FREEMAN JUNIOR COLLEGE		III					----	----	----	----	14.2					----	----	----	----	16.7
HURON COLLEGE		IIB				5	----	----	----	15.1	19.2				5	----	----	----	17.9	22.3
MOUNT MARTY COLLEGE		IIB	5	5	5	5	24.7	19.3	17.2	15.2	18.3	5	5	5	5	28.0	20.4	18.7	16.7	20.0
NATIONAL COLLEGE		IIC									18.9									20.9
NORTH AMERICAN BAPT SEM		IIC					----	----	----	----	21.8					----	----	----	----	26.8
NORTHERN STATE COLLEGE		IIB	2	3	2	2	32.6	26.0	23.6	20.5	25.5	3	3	3	2	37.4	30.0	27.3	23.8	29.5
SIOUX FALLS COLLEGE	67	IIB	5	4	4	2	24.3	22.1	20.4	19.4	21.5	5	4	4	2	29.4	27.5	24.5	23.1	26.0
SOUTH DAKOTA SCH.MIN.&TECH.		IIC					36.0	29.0	25.0	21.0	30.7					41.3	33.5	28.9	24.5	35.4
SOUTH DAKOTA STATE UNIV		IIA	5	5	5	3	31.9	26.9	23.1	20.8	27.0	5	5	5	4	36.6	31.0	26.6	24.1	31.1
UNIV. OF SOUTH DAKOTA-MAIN		I	5	5	5	5	35.6	27.7	24.1	18.3	28.4	5	5	5	5	40.9	32.0	27.9	21.4	32.8
TENNESSEE																				
AUSTIN PEAY STATE UNIVERSITY	1	IIA	5	5	5	5	33.3	26.3	21.9	17.7	26.9	4	5	5	5	43.5	33.7	27.5	22.6	34.6
BETHEL COLLEGE		IIB	5	5			23.6	20.3	----	----	20.8	5	5			27.2	23.6	----	----	24.1
BRYAN COLLEGE		IIB	5	5	4		24.4	21.1	19.6		20.8	5	5	4		29.5	24.4	23.0		24.5
CARSON-NEWMAN COLLEGE	6	IIB	4	4	3		28.6	23.8	21.7	----	24.5	4	4	3		34.9	28.8	26.1	----	29.7
CHATTANOOGA ST.TECH.COM.COLL		III	3	3	1	1	31.6	28.6	26.9	24.4	26.6	3	2	1	1	41.4	37.5	35.3	32.2	35.0
CHRISTIAN BROTHERS COLLEGE	1	IIB	3	3	4		32.4	25.8	20.9	----	26.3	3	3	4		39.3	31.6	24.4	----	31.8
CLEVELAND ST CMTY COLLEGE		III	4	4	4		29.4	25.5	21.7	----	25.0	4	4	4		38.6	33.7	28.9	----	33.0
COLUMBIA STATE COMM. COLLEGE		III	-	3	1	3	----	28.7	28.5	20.9	25.6		2	1*	2	----	37.7	37.4	27.6	33.7
COVENANT COLLEGE		IIB	3	3	4		29.4	25.1	20.7		25.4	3	4	4		37.3	29.6	24.7		31.2
DAVID LIPSCOMB COLLEGE		IIB	3	3	3	3	30.3	25.6	21.8	19.0	25.2	3	3	3	3	36.8	30.6	26.1	21.8	30.1
DYERSBURG STATE COMM. COLL.		III	5	4		3	26.5	25.4	----	19.9	22.9	4	4		3	34.9	33.5	----	26.4	30.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.					----	7.1	7.0	7.0	3	11	13	8	1	8	9	5	----	26.8	24.5	----	----	26.3	23.8	----
28.	67.	89.	19.		6.1	6.7	7.5	7.9	28	52	36	5	8	10	42	6	44.0	35.8	28.3	----	34.3	30.3	25.7	----
17.	ALL	81.	21.		4.2	3.1	8.7	----	32	33	34	2	3	3	32	2	----	----	24.4	----	----	----	20.0	----
33.	ALL	ALL	88.	62.	6.9	7.4	9.2	10.7	9	32	35	52	2	7	8	21	----	27.6	26.1	23.8	----	27.7	25.2	22.9
16.	78.	67.							8	7	4		1	2	5	3	----	----	----		----	----	----	----
25.	92.	86.	35.		6.2	6.9	7.2	8.0	12	23	25	5	1	5	26	7	----	----	28.5	----	----	----	25.7	----
24.	ALL	91.			5.6	9.1	8.1	----	266	55	74		18	25	36	1	50.3	35.7	28.0		43.5	32.6	25.0	----
26.	85.	80.	18.		35.4	6.8	7.7	7.0	26	28	18	6	7	7	4	5	42.9	38.3	----	----	41.4	34.3	----	----
24.	ALL	ALL	49.		7.0	8.6	8.1	8.2	81	42	29	2	38	43	43	3	31.3	26.0	21.0	----	30.3	26.2	21.9	----
20.										1	26	14			4	4		----	----	----			----	----
34.	ALL	92.	57.	53.	7.0	7.2	7.3	7.2	28	48	34	10	3	11	17	7	----	35.7	28.9	26.1	----	34.6	24.8	24.0
25.	ALL	95.	30.		7.9	8.1	8.3	7.7	89	77	50	5	26	19	48	16	35.0	29.5	25.1	----	34.3	28.0	24.4	----
27.	30.								19	26	23		1	5	17		----	----	25.3		----	----	23.6	
25.																								
16.	87.	45.	19.		6.0	5.0	5.2	10.9	15	7	14	5	8	13	22	9	32.3	26.5	20.7	----	32.8	27.0	22.3	----
24.	98.	93.	22.		8.2	7.9	5.9	4.4	284	145	95	1	23	58	61	6	40.4	32.1	29.3	----	37.2	30.4	26.2	----
20.	75.	42.	7.						17	8	12	1	3	4	18	1	----	----	19.5	----	----	----	16.9	----
18.	92.	50.	32.	4.					9	11	21	13	4	3	10	14	----	----	18.6	16.1	----	----	19.1	15.3
20.	ALL	50.			7.5	7.5	----	----	12	4	1	1	1	2	3	2	----	----	----	----	----	----	----	----
17.	92.	94.	18.		5.5	6.6	7.6	----	48	51	31	3	1		7		----	----	25.9	----	----		25.8	
15.	58.		36.						10	2	7	11	2	2	4	6	----	----	----	17.1	----	----	----	16.2
18.	95.	80.	23.	12.	9.0	8.3	10.7	12.9	237	176	103	14	13	23	51	12	44.7	33.6	29.1	20.2	39.0	32.1	26.3	19.8
18.	92.	54.	18.						11	9	6	1	1	4	5		----	----	----	----	----	----	----	
18.	95.	88.	19.						34	74	44	2	5	12	44	3	----	32.5	26.0	----	----	32.6	25.7	----
16.	ALL				9.2				11				1				----				----			
17.	ALL	94.	25.		10.0	9.9	9.8	9.7	13	7	8	2	6	10	12	7	27.5	23.4	20.9	----	28.2	21.8	21.0	----
24.	92.	85.	10.		8.0	10.8	10.3	----	10	24	9	1	3	10	12	5	----	26.8	22.5	----	----	24.7	22.3	----
17.	94.	73.							16	3	4		2	8	2	1	----	----	----		----	----	----	----
18.	94.	87.	30.	4.	6.5	6.9	6.7	6.6	34	22	19	13	1	8	4	13	----	28.3	----	18.0	----	28.2	----	17.3
19.	ALL	91.	44.		6.9	7.1	8.3	7.5	62	38	23	4	4	9	16	5	----	28.0	24.3	----	----	25.8	21.7	----
18.	95.	82.	17.		7.3	8.0	11.1	----	18	31	14	3	4	14	15	3	----	30.0	24.2	----	----	28.8	24.4	----
17.	83.	67.							4	6	4	3	2	3	2	2	----	----	----	----	----	----	----	----
42.	ALL								10	3	1				1		----	----	----				----	
11.	50.		5.						2	6	11	5	4	5	9	5	----	----	16.2	----	----	----	17.5	----
16.	75.	59.	25.						11	12	5	1	1	5	3		----	----	----	----	----	----	----	
23.		33.	50.	25.					2	4	3	3	1	2	3	9	----	----	----	----	----	----	----	----
18.	ALL	89.	17.		6.8	8.8	8.8	----	20	15	8	1	1	3	4	4	----	----	----	----	----	----	----	----
18.	89.	63.	27.						36	45	38	25	10	17	24	33	38.0	30.6	26.4	20.7	38.7	32.1	24.9	19.9
18.	97.	86.	15.		7.3	7.4	7.5	7.7	306	279	160	20	13	90	73	40	44.7	32.3	28.0	23.4	39.8	30.8	25.3	18.9
19.	94.	77.	6.		5.7	7.2	8.1	----	15	19	17	1	3	12	17	5	----	27.2	20.8	----	----	27.2	23.1	----
19.		ALL			----	6.8	8.3	----	1	7	4	1		2	1		----	----	----	----		----	----	
19.	95.	85.	40.		5.9	5.9	7.1	----	19	34	17	2		5	23	3	----	----	24.8	----		----	23.3	----
19.		92.	11.			6.6	7.7	----	1	10	7			3	2	1	----	----	----			----	----	----
19.			13.		----	----	----		1	3	7	1		2	1		----	----	----	----		----	----	
19.	93.	92.	24.		6.1	6.9	7.1	6.5	13	23	7	6	2	14	18	14	----	26.9	25.7	23.8	----	27.2	23.3	19.5
19.		88.	18.		----	9.3	11.4	----	1	15	10			1	7	1	----	----	23.4			----	23.5	----
19.					----	----	----	----	1	5	1	1				6	----	----	----	----				----
18.									7	2	5	16	1		1	7	----	----	----	9.0	----		----	16.5
18.	93.	78.	34.		7.1	7.5	6.6	7.8	49	38	44	12	12	16	24	26	38.9	31.3	24.9	19.8	35.9	29.2	26.2	17.6
21.	ALL	93.	42.		4.7	5.9	5.7	----	15	24	12	1		3		2	----	----	----	----		----		----
30.	89.	90.	42.						35	22	21	5	2	7	17	2	----	25.5	20.9	----	----	23.4	21.3	----
16.	96.	81.	51.		13.0	14.1	13.9	12.0	22	17	24	3	1	4	15	7	----	----	23.1	----	----	----	21.5	----
15.	91.	73.	41.						11	9	9	7		2	8	4	----	----	24.0	----		----	23.3	----
17.	ALL	83.	42.						6	6	6	4	2		6	4	----	----	20.9	----	----		19.7	----
18.									1		2	3		1	1		----		----	----		----	----	
16.									2	4	1	3			2	6	----	----	----	----			----	----
9.	ALL	44.	8.		3.2	3.0	5.4	----	3	5	10	2	4	4	15	6	----	----	18.4	----	----	----	16.5	----
11.																								
23.									4	5	1	1					----	----	----	----				
15.	ALL	85.	48.	6.	11.6	9.3	8.0	7.2	22	18	35	11	1	2	9	6	----	----	23.6	20.3	----	----	23.6	20.8
21.	88.	78.	42.		3.3	3.0	3.3	----	7	8	8	6	1	1	4	2	----	----	----	----	----	----	----	----
15.	98.	58.	11.		13.7	11.2	12.1	----	42	30	15	3		3	3	3	----	----	----	----		----	----	----
15.	95.	69.	13.	3.					111	54	54	20	11	23	45	14	32.0	26.8	23.5	20.9	31.4	27.2	22.6	20.8
15.	92.	76.	15.		11.2	9.8	10.1	9.5	90	58	44	9	7	16	21	26	35.9	28.1	24.5	20.6	31.4	26.2	23.2	17.6
29.	96.	77.	17.		4.6	7.0	6.0	7.1	65	34	35	4	8	10	28	10	33.5	26.7	22.8	----	32.1	24.8	20.9	----
16.	ALL	88.			4.3	4.8	----	----	5	8	1	2	1		4		----	----	----	----	----		----	
18.	ALL	30.	45.		0.0	0.3	0.1		5	10	15		1		5		----	----	----		----		----	
21.	97.	82.	38.		5.8	5.9	6.3	----	29	20	17	1	1	13	12	1	----	23.8	22.5	----	----	23.8	20.6	----
32.	ALL	ALL	75.	16.					8	19	18	9	1	11	14	22	----	28.5	26.8	25.4	----	28.6	26.9	24.0
21.	96.	39.							22	25	18		1	8	4	1	----	26.5	----		----	23.5	----	----
32.	ALL	92.	73.		6.4	5.1	9.1		12	26	9	2	3	12	13	1	----	25.8	21.8	----	----	24.8	21.7	----
32.		ALL	73.	12.					3	5	11	13	2	8	4	12	----	----	----	21.5	----	----	----	20.1
23.	85.				4.8	4.9	5.2		13	9	9				1		----	----	----				----	
20.	89.	52.	4.		9.6	10.9	11.6	11.1	34	20	18	14	2	1	5	5	----	----	----	----	----	----	----	----
32.	83.	92.							5	6	2	1	1	6	1	15	----	25.6	----	----	----	25.2	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TENNESSEE(CONTD)																				
EAST TENNESSEE STATE UNIV.		IIA	4	3	3	4	36.6	30.2	25.1	19.9	28.6	4	4	3	4	44.1	36.7	30.7	24.5	34.7
FREED-HARDEMAN COLLEGE		III	3	4	4	5	31.1	27.1	22.4	16.5	24.0	4	4	4	5	37.6	32.5	26.7	19.0	28.7
JACKSON STATE COMM.COLLEGE		III		4	3	4	----	25.7	23.3	17.9	23.2		4	3	4	----	33.9	30.8	23.9	30.8
KNOXVILLE COLLEGE		IIB			5	5	----	----	16.1	13.8	16.3			5	5	----	----	17.7	15.0	18.2
LAMBUTH COLLEGE		IIB	5	4	4		23.6	22.0	19.8		21.4	5	4	4		29.2	28.0	23.5		26.2
LEE COLLEGE		IIB	4	4	4	3	27.3	22.4	20.4	17.8	21.8	4	4	4	4	32.4	26.5	24.2	20.7	25.8
LINCOLN MEMORIAL UNIVERSITY		IIB		5	5	4	----	18.3	17.6	16.3	17.8		5	5	4	----	22.9	21.6	20.2	22.0
MARYVILLE COLLEGE		IIB	4	5	4	4	25.6	21.1	19.2	16.3	21.0	5	5	4	5	30.4	25.5	22.9	18.8	25.0
MEMPHIS COLLEGE OF ART		IIC					----	----	----	----	21.7					----	----	----	----	26.9
MEMPHIS STATE UNIVERSITY		I	5	5	5	5	39.3	31.0	25.4	17.7	30.6	4	4	4	5	49.4	39.1	32.1	22.5	38.5
MIDDLE TENN. STATE UNIV.		IIA	2	2	2	3	39.6	33.2	26.3	20.7	31.8	2	2	1	2	51.9	40.2	34.9	27.8	41.3
MOTLOW STATE CMTY COLLEGE		III		3	3	2	----	27.2	23.9	21.0	23.8		3	2	2	----	35.6	31.3	27.7	31.3
NASHVILLE STATE TECH INST	3	III	3	4	2	2	31.0	27.0	25.0	22.2	25.6	3	3	2	1	40.7	35.5	32.9	29.3	33.7
ROANE STATE CMTY COLLEGE		III	3	4	4	4	32.1	26.4	22.2	18.2	24.0	3	3	3	4	41.8	34.6	29.2	24.1	31.5
SCARRETT GRADUATE SCHOOL		IIC					----	----	----	----	31.7					----	----	----	----	37.8
SHELBY STATE CMTY COLLEGE		III	4	5	5	4	28.3	23.6	19.5	19.0	22.8	4	4	4	3	37.6	31.5	26.2	25.5	30.5
STHN C SEVENTH-DAY ADVENT		IIB	5	5	5	4	20.0	19.3	18.8	17.0	19.2	5	5	5	4	23.3	22.6	22.0	20.1	22.4
RHODES COLLEGE		IIB	1	1	2		36.5	29.8	23.2	----	29.5	1	1	3		46.9	39.2	27.3	----	37.3
STATE TECH INST KNOXVILLE		III		4	4	3	----	24.8	22.5	20.6	22.6		4	3	2	----	33.0	29.9	27.5	30.1
STATE TECH INST. AT MEMPHIS		III	4	4	4	3	30.8	25.8	22.7	19.8	24.5	3	3	3	3	40.7	34.0	30.0	25.6	32.1
TENNESSEE STATE UNIVERSITY		IIA	4	4	4	4	35.6	28.8	24.7	19.7	28.9	3	3	2	3	46.9	38.1	32.8	26.4	38.3
TENNESSEE TECHNOLOGICAL U	1	IIA	3	3	3	3	38.8	31.2	26.0	20.4	31.5	2	2	2	3	50.3	40.4	33.3	26.1	40.7
TENNESSEE TEMPLE UNIVERSITY		III	5	5	5	5	25.9	20.6	18.1	16.2	18.4	5	5	5	5	30.4	24.7	21.1	19.8	21.8
TENNESSEE WESLEYAN COLLEGE		IIB	5	5	5		17.6	16.0	15.1	----	16.1	5	5	5		21.2	19.3	18.4	----	19.4
TRI-CITIES ST TECH INST		III			3	3		----	24.0	20.2	22.1			2	2		----	32.0	27.3	29.6
TUSCULUM COLLEGE		IIB	5	5	5		18.9	18.1	16.9	----	17.1	5	5	5		23.1	20.5	20.1	----	20.1
UNION UNIVERSITY		IIB	4	4	3	4	26.8	24.0	21.1	17.7	22.3	4	4	4	4	31.7	28.5	25.0	20.9	26.4
UNIVERSITY OF THE SOUTH		IIB	1	2	2		38.3	28.9	24.1	----	32.8	1	1	1		49.2	37.3	31.5	----	42.3
UNIV TENNESSEE-KNOXVILLE		I	4	4	4	5	42.4	31.4	27.2	19.2	34.9	3	4	4	5	53.5	39.4	33.2	23.4	43.7
UNIV TENNESSEE-CHATTANOOGA		IIA	4	4	3	5	36.1	29.8	25.6	18.5	29.6	3	3	3	4	46.0	37.1	31.1	22.8	36.9
UNIV TENNESSEE-MARTIN	3	IIB	2	2	1	3	33.3	28.2	25.6	18.4	28.7	2	2	1	3	42.9	36.0	31.3	22.7	36.5
UNIV TENNESSEE-INST.OF AGRI.		IIA	2	2	1		40.6	33.6	28.9	----	35.4	2	2	1		51.8	41.9	35.3	----	44.5
VANDERBILT UNIVERSITY		I	2	2	3	2	50.0	35.3	27.8	23.5	38.8	2	2	2	2	61.1	44.6	35.1	28.8	48.1
VOLUNTEER STATE COMM.COLLEGE		III	3	4	4	4	31.4	26.0	22.1	19.0	25.6	3	3	3	3	41.3	34.5	29.4	25.5	33.9
WALTERS STATE COMMUNITY COLL		III	3	4	3	2	31.2	26.6	24.1	21.5	25.1	3	3	2	1	41.0	35.2	32.0	28.2	33.1
TEXAS																				
ABILENE CHRISTIAN UNIVERSITY		IIA	5	5	4	4	32.8	27.7	24.6	18.9	28.1	5	5	4	4	38.8	32.9	29.3	22.8	33.3
AMERICAN TECHNOLOGICAL UNIV		IIA					----	----	----		24.5					----	----	----		30.1
ANGELO STATE UNIVERSITY	1	IIA	4	2	2	3	36.1	32.4	27.1	20.6	29.3	4	2	2	3	43.6	39.4	33.5	25.8	35.9
AUSTIN COLLEGE		IIB	1	2	2		36.4	27.3	24.3	----	30.1	2	2	2		43.7	33.7	29.1	----	36.4
BAYLOR UNIVERSITY	4	I	3	3	2	2	44.1	34.5	29.0	22.6	33.4	3	2	2	2	55.6	43.7	36.1	28.4	41.7
BISHOP COLLEGE		IIB	5	5	4		24.8	21.1	20.2	----	21.0	5	5	5		28.5	23.0	22.0	----	23.2
BRAZOSPORT COLLEGE	1	III	2	2	2		35.5	30.9	24.8	----	28.4	3	3	3		41.6	36.4	29.3	----	33.4
CORPUS CHRISTI STATE UNIV.	30	IIA	4	4	4	3	36.4	29.0	24.0	21.0	30.2	4	4	4	3	43.9	35.5	29.8	26.4	36.8
DEL MAR COLLEGE	1	III	1	1	1	1*	37.8	32.2	29.1	25.4	31.1	2	1	1	1	45.2	38.8	35.2	30.7	37.4
EAST TEXAS STATE UNIVERSITY	30	IIA	3	4	3	2	37.2	29.9	25.7	22.1	31.4	4	4	3	2	44.7	36.3	31.4	27.3	38.0
EAST TEXAS STATE U-TEXARKANA	30	IIC					38.3	31.9	----		33.4					47.3	39.6	----		41.4
HOWARD PAYNE UNIVERSITY		IIB	5	5	4		21.1	20.8	19.5	----	20.2	5	5	4		25.8	25.1	23.4	----	24.4
INCARNATE WORD COLLEGE		IIB	4	3	4		27.9	25.2	20.3		23.4	4	4	4		33.1	29.4	24.1		27.5
JARVIS CHRISTIAN COLLEGE		IIB	4	4	5	4	27.4	23.1	18.8	16.4	21.1	4	5	5	5	31.0	25.3	20.8	18.1	23.5
LAREDO STATE UNIVERSITY	30	IIB		1	1		----	31.3	25.1	----	30.2		1	1		----	38.1	30.9	----	36.8
MIDWESTERN STATE UNIVERSITY	30	IIA	3	3	4	4	38.4	30.7	23.8	19.3	29.0	3	3	4	4	46.1	37.2	29.2	24.0	35.2
NORTH TEXAS STATE UNIVERSITY	30	I	5	4	4	3	39.8	31.7	27.3	21.6	32.5	5	4	4	3	47.4	38.2	33.1	26.7	39.0
ODESSA COLLEGE		III	1	1	1	1	37.5	31.4	29.1	24.8	30.7	2	2	1	1	45.3	38.1	35.4	30.4	37.3
OUR LADY OF THE LAKE UNIV.		IIA	5	5	4	5	31.5	25.1	23.6	17.8	24.5	5	5	5	5	36.1	28.9	27.0	20.4	28.1
PAN AMERICAN UNIVERSITY	30	IIA	3	3	4	3	38.1	30.1	24.8	20.6	28.8	3	4	3	3	46.0	36.7	30.6	25.6	35.3
PRAIRIE VIEW A&M UNIVERSITY	30	IIA	4	2	2	1	36.5	32.8	26.2	23.9	29.1	3	2	2	1	44.8	40.4	32.6	29.9	36.0
RICE UNIVERSITY		I	2	1	2	5	51.1	37.2	29.7	19.6	42.3	2	2	3	5	59.7	43.5	34.5	23.1	49.4
ST. EDWARD'S UNIVERSITY		IIB	3	4	4		29.9	24.0	19.2	----	23.1	4	4	5		33.9	27.3	21.9	----	26.4
ST. MARY'S UNIVERSITY		IIA	3	4	3	5	38.7	29.1	25.7	18.7	30.8	4	5	4	5	44.1	33.6	29.3	21.6	35.3
ST. PHILIP'S COLLEGE		III	1	1	1	1	36.6	31.8	28.0	23.9	27.2	2	2	1	1	43.0	37.5	33.5	29.2	32.7
SAM HOUSTON STATE UNIVERSITY	30	IIA	3	2	2	3	37.7	31.9	26.4	20.8	31.9	3	3	2	3	45.5	38.7	32.4	26.0	38.7
SAN ANTONIO COLLEGE		III	2	1	1	1	35.4	31.5	28.3	24.9	31.1	2	2	1	1	42.3	37.7	34.0	29.5	37.1
SCHREINER COLLEGE		III	4		5	5	28.4	----	20.0	17.7	22.2	5		5	5	31.8	----	22.6	20.1	25.0
SOUTHERN METHODIST UNIV.		I	1	2	2		51.9	36.1	29.8		39.9	1	2	2		63.4	44.2	35.1		48.4
SOUTHWEST TEXAS STATE UNIV.	30	IIA	3	3	2	4	37.2	31.2	27.5	20.0	29.0	3	3	2	3	45.1	38.1	33.8	25.1	35.6
STAMSTN ASSEMBLIES GOD COLL.		IIC					----	----	18.6	----	20.0					----	----	22.3	----	24.1
SOUTHWESTERN UNIVERSITY		IIB	1	1	1		42.6	32.1	26.5	----	33.8	1	1	1		52.2	39.0	32.6	----	41.3
STEPHEN F.AUSTIN STATE UNIV.	30	IIA	3	3	3	4	37.1	30.6	25.6	19.6	29.0	4	3	3	4	44.7	37.3	31.5	24.6	35.4
SUL ROSS STATE UNIVERSITY	30	IIA	4	4	4	4	34.6	28.8	23.6	19.2	27.3	4	4	4	4	42.6	35.8	29.6	24.5	34.0
TARLETON STATE UNIVERSITY	30	IIA	4	3	3	3	34.8	30.0	25.6	20.4	26.9	4	3	3	3	42.3	36.8	31.7	25.7	33.2
TEXAS A&I UNIVERSITY	30	IIA	4	4	4	5	34.1	28.0	24.8	18.7	29.3	4	4	3	4	41.7	34.4	30.6	23.3	35.9
TEXAS A&M UNIVERSITY-MAIN	30	I	3	3	3	4	44.3	33.6	27.6	20.3	34.1	3	3	3	4	53.1	40.9	34.0	25.5	41.5
TEXAS A&M UNIV.AT GALVESTON	30	IIB		2	2		----	27.7	24.3		26.1		2	1		----	34.0	29.9		31.7
TEXAS CHRISTIAN UNIVERSITY		I	3	3	4	2	45.1	33.6	27.3	24.0	34.1	3	3	4	2	54.1	41.0	32.6	28.0	41.0
TEXAS LUTHERAN COLLEGE		IIB	3	3	2		30.2	26.8	23.0	----	26.0	3	2	2		37.0	32.8	28.2	----	31.9
TEXAS TECH UNIVERSITY	30	I	4	4	4		42.3	32.1	26.8	----	33.5	4	4	4		51.0	39.2	33.0	----	40.7
TEXAS WESLEYAN COLLEGE		IIB	4	4	2		27.9	24.6	22.9	----	24.8	3	3	2		35.2	30.5	28.5	----	31.0
TEXAS WOMAN'S UNIVERSITY	30	I	5	4	5	2	39.2	31.5	25.8	23.4	29.5	5	4	5	2	46.8	38.1	31.5	28.6	35.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.	92.	82.	42.	24.	6.4	6.9	7.2	6.6	99	101	56	34	14	18	52	49	36.8	30.4	26.0	20.9	35.2	28.9	24.2	19.2
19.	ALL	94.	44.						12	13	20	3		4	7	7	----	----	22.8	----		----	21.0	----
32.		94.	68.	5.					4	22	10	10	1	9	9	10	----	26.2	23.8	17.8	----	24.5	22.7	18.0
12.			33.		----	----	2.7	0.0	2	2	2	8	3	1	7	4	----	----	----	----	----	----	----	----
23.	92.	82.	38.		6.4	6.9	7.3		11	9	9		1	2	12		----	----	22.6		----	----	17.7	
18.	ALL	76.	80.	33.	4.9	12.1	19.6	0.6	9	13	10	8	2	4	5	4	----	----	----	----	----	----	----	----
24.		10.			----	----	6.8	5.4	3	6	12	8	2	4	3	7	----	----	----	16.6	----	----	----	16.0
19.	89.	82.	33.		4.3	5.4	5.0	----	7	12	3	2	2	5	6	4	----	----	----	----	----	----	----	----
24.									3	5	2	1	1			1	----	----	----	----	----			----
26.	96.	79.	36.	3.					208	164	150	28	17	32	80	40	39.4	31.2	25.6	18.7	38.1	30.0	24.9	17.0
30.	96.	83.	35.	6.	7.7	8.0	7.3	9.2	150	69	69	28	15	18	51	37	39.8	33.6	27.5	21.2	37.9	31.6	24.6	20.3
31.		ALL	93.	5.					3	7	5	7	1	5	10	13	----	----	----	20.7	----	----	----	21.3
32.	ALL	79.	21.	5.					8	21	16	10	2	7	8	12	----	27.1	25.7	22.4	----	26.7	23.5	21.9
31.	ALL	97.	55.						3	25	17	6	3	11	12	4	----	26.8	22.2	----	----	25.5	22.1	----
19.					----	----		----	2	3	1		1	2		1	----	----	----		----	----		----
34.	82.	77.	43.	8.					15	32	9	4	2	39	19	9	----	23.6	19.5	----	----	23.5	19.5	----
17.	85.	59.							31	10	9		3	17	12	11	----	19.2	18.7		----	19.4	18.9	----
26.	96.	85.	4.		8.2	7.2	8.8	----	28	22	16	2		5	10	2	----	----	24.1	----		----	21.9	----
33.		ALL	87.						3	6	11	8		5	4	14	----	----	----	22.8		----	----	19.3
31.	ALL	87.	62.		8.4	8.1	8.5	8.6	20	27	21	20	7	11	8	17	30.9	25.9	23.0	20.4	30.6	25.4	22.1	19.2
32.	90.	72.	59.	22.					64	62	30	17	15	37	56	28	36.4	29.3	26.2	21.4	32.2	27.9	23.9	18.6
29.	98.	86.	49.	9.	5.7	7.1	6.9	8.5	119	76	63	15	7	11	28	20	39.1	31.4	26.6	21.1	34.0	29.9	24.7	19.8
19.									8	16	25	8		5	15	8	----	----	18.1	16.8		----	18.0	15.6
21.	ALL	ALL	71.		5.0	5.0	----		5	5	4		2	1	3	1	----	----	----		----	----	----	----
34.			55.	5.						1	16	12			4	9		----	----	20.0			----	20.5
18.	83.	67.	17.		----	----	5.6	----	5	2	9	3	1	4	3	1	----	----	----	----	----	----	----	----
18.	82.	20.	13.						15	11	17	5	2	4	13	10	----	----	21.0	----	----	----	21.3	----
29.	98.	71.	13.		5.7	6.0	6.3	----	46	20	14	2	2	1	2	2	----	----	----	----	----	----	----	----
25.	98.	86.	19.	9.	8.2	7.0	8.4	6.8	469	278	129	25	40	62	90	30	42.8	31.9	27.9	19.1	37.9	29.5	26.3	19.2
25.	99.	79.	16.		8.4	9.6	9.5	8.9	62	64	47	5	5	18	36	6	----	30.3	26.8	----	----	27.9	23.9	----
27.	ALL	90.	44.		8.1	7.9	7.4	8.6	73	62	27	7	9	20	14	13	33.4	29.1	25.9	19.8	32.9	25.5	24.9	17.6
26.	93.	79.	15.		8.5	7.1	8.4	----	70	63	28	3	2	3	5		----	----	----	----	----	----	----	
24.	98.	82.	2.		8.3	7.8	7.5	8.4	227	129	102	8	13	36	54	7	50.4	35.7	28.6	23.3	43.1	33.7	26.1	23.6
33.	ALL	95.	54.						8	26	4	5	5	18	9	3	----	26.0	----	----	----	26.0	----	----
32.	ALL	96.	74.						6	19	9	11	2	7	14	7	----	26.4	24.3	21.9	----	27.3	23.9	20.8
19.	80.	74.	40.	5.	2.8	3.0	4.0	2.7	69	34	28	8	6	5	12	14	32.9	----	24.8	18.5	31.4	----	24.2	19.1
23.					----	----	----			4	4		1	1				----	----		----	----		
22.	ALL	84.	27.		3.3	3.7	4.5	4.6	47	33	16	19	7	5	17	25	36.2	----	28.1	20.5	35.3	----	26.2	20.8
21.	ALL	90.	29.		8.5	8.5	8.2	----	32	16	13	4	1	5	8		----	----	25.1	----	----	----	23.0	
25.	93.	81.	29.	10.	7.4	7.9	8.0	8.7	140	115	59	6	11	29	39	4	44.6	35.3	29.8	----	37.9	31.5	27.6	----
11.	93.	40.	10.		0.0	0.0	0.0	0.0	10	8	14	2	4	2	16	3	----	----	21.3	----	----	----	19.2	----
18.	ALL	ALL	68.						10	7	19	1	3		3	3	----	----	----	----	----		----	----
22.	92.	79.	20.		3.5	4.7	7.5	23.2	32	30	5	1	4	12	10	8	----	29.4	----	----	----	28.1	----	----
20.	ALL	ALL	84.	4.	5.8	7.8	6.5	8.6	29	52	40	21	20	19	33	25	37.7	32.3	29.2	25.7	37.9	32.0	29.0	25.1
21.	98.	76.	42.	18.	3.0	3.0	3.0	3.0	109	53	41	12	13	21	18	16	37.3	30.1	26.2	22.0	36.3	29.4	24.6	22.2
24.	ALL	67.							9	12	2		1	3	1		----	----	----		----	----	----	
21.	15.	5.							16	15	16	5	4	5	9		----	----	19.9	----	----	----	18.7	
18.	ALL	29.	15.						11	6	11		8	8	22		28.4	25.7	20.5		27.2	24.8	20.2	
11.	11.				3.5	2.9	3.2	4.4	3	9	9	7	6	2	2	4	----	----	----	----	----	----	----	----
22.		60.	29.		----	3.3	4.1	----	5	12	6			3	1	1	----	----	----			----	----	----
21.	97.	89.	39.		3.3	3.4	1.8	5.7	35	39	28	6	1	6	16	13	----	30.6	24.0	19.5	----	31.1	23.5	19.3
20.	98.	91.	26.	90.	5.3	5.3	5.1	2.4	215	160	125	9	20	36	67	1	39.9	31.8	28.2	----	39.0	31.6	25.7	----
21.	69.	33.	3.						27	27	18	13	5	13	11	20	----	31.3	29.2	24.8	----	31.4	28.8	24.9
15.	64.	42.	17.		5.9	8.8	8.6	10.2	7	8	14	2	7	11	9	11	32.7	24.4	24.7	----	30.4	25.7	21.8	----
22.	91.	88.	52.	54.					57	71	59	23	9	9	40	14	38.3	30.2	25.2	20.5	37.2	29.2	24.3	20.7
24.	89.	55.	28.						26	47	53	27	2	17	22	14	----	33.5	26.5	24.6	----	30.6	25.4	22.7
17.	98.	89.			7.3	6.9	6.9	6.0	189	54	61	8	19	16	17	3	51.9	38.1	30.7	----	43.4	34.2	26.2	----
14.	60.	33.							13	14	20		2	7	8	1	----	24.0	19.2		----	24.0	19.1	----
14.	76.	21.							36	39	21	4	6	3	15	2	40.8	----	24.6	----	26.7	----	27.2	----
20.	ALL	ALL	76.	26.	----	3.4	3.4	8.1	3	20	21	59	4	16	24	18	----	32.0	28.5	24.0	----	31.5	27.6	23.6
21.	97.	95.	45.	25.	3.2	3.3	3.7	3.0	111	90	46	4	18	22	16	4	37.8	32.2	26.6	----	37.2	30.9	26.0	----
19.	ALL	99.	76.	7.	3.0	3.3	3.9	8.5	99	77	59	42	45	53	32	29	35.4	31.8	28.3	25.3	35.5	31.2	28.3	24.4
13.	75.								7	3	8	3	1	2	4	5	----	----	----	----	----	----	----	----
21.	98.	89.	11.		6.9	9.1	10.9		158	117	100		11	22	47		52.1	36.7	30.7		49.0	32.7	27.8	
23.	ALL	91.	43.	9.					102	95	83	37	16	32	47	21	37.3	31.6	29.1	20.3	36.4	30.1	24.6	19.3
21.			43.		----	----	20.4	----	2	3	5	2	1	1	2	1	----	----	----	----	----	----	----	----
22.	78.	89.	22.		8.6	9.9	7.8	----	18	13	14	2	5	5	4	2	----	----	----	----	----	----	----	----
22.	98.	90.	54.	11.	3.0	3.0	3.0	3.0	103	77	67	20	10	17	22	26	37.0	30.5	25.9	19.7	38.6	31.0	24.7	19.6
25.	83.	59.	25.						22	24	21	5	1	3	7	4	----	----	23.5	----	----	----	23.9	----
23.	ALL	83.	48.	7.	3.8	4.2	4.9	5.7	23	24	42	10	3	5	12	18	----	----	26.0	20.8	----	----	24.1	20.2
23.	93.	80.	46.	13.					78	44	22	8	4	16	13	7	----	28.6	25.7	19.1	----	26.2	23.4	18.3
21.	94.	85.	6.		4.1	4.9	5.7	6.1	490	383	335	7	11	35	68	5	44.4	33.8	28.1	----	41.2	30.9	25.4	----
21.		85.			----	4.0	4.6	3.0	5	20	12						----	----	----					
20.	93.	88.	25.	10.	6.0	5.8	6.6	8.2	76	79	56	8	10	29	47	12	45.4	34.7	28.0	25.6	42.7	30.6	26.5	23.0
22.	91.	83.	54.						18	9	17	2	4	3	7	2	----	----	24.0	----	----	----	20.8	----
22.	98.	87.	13.						266	222	159	2	15	55	63	3	42.5	32.7	27.5	----	39.6	30.1	25.0	----
25.	91.	53.	22.		0.0	0.0	0.0	----	19	22	12	1	4	8	6	3	----	25.1	23.6	----	----	23.3	21.7	----
21.	96.	63.	37.	48.	2.9	3.1	5.2	2.7	41	50	20	3	31	70	84	24	39.4	32.4	25.5	----	38.9	30.9	25.9	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TEXAS(CONTD)																				
TRINITY UNIVERSITY		IIA	1*	1	2	2	45.7	34.2	27.2	22.2	36.5	1	1	2	2	55.5	42.1	33.0	26.9	44.5
UNIVERSITY OF DALLAS	1	IIA	5	5	4	4	31.4	27.8	23.8	19.4	25.9	5	5	5	5	37.2	32.8	28.3	21.8	30.3
UNIV. OF HOUSTON UNIV. PARK	30	I	2	3	2	3	47.6	34.2	28.7	21.0	37.1	3	3	3	4	56.1	41.2	34.8	26.0	44.4
UNIV. OF HOUSTON-CLEAR LAKE	30	IIA	2	2	1*	1	40.9	32.9	29.6	24.9	33.3	2	2	1	1	49.2	39.6	36.0	30.5	40.2
UNIV. OF HOUSTON DOWNTON	30	IIC					44.8	31.9	25.7	----	26.8					52.8	38.5	31.3	----	32.6
UNIVERSITY OF ST. THOMAS		IIA	5	5	5		28.4	25.2	21.7	----	25.6	5	5	5		32.9	28.7	24.9	----	29.3
UNIV TEXAS AT AUSTIN	30	I	2	3	2	3	48.3	33.2	29.3	21.0	38.2	3	4	2	3	57.3	40.4	35.9	26.4	45.9
UNIV TEXAS AT ARLINGTON	30	IIA	1	2	2		42.2	32.1	27.3	----	32.2	2	2	2		50.5	38.9	33.4	----	39.0
UNIV TEXAS AT DALLAS	30	I	3	3	2		46.4	33.8	29.4	----	37.5	3	3	2		54.8	40.6	36.1	----	44.9
UNIV TEXAS AT EL PASO	30	IIA	2	2	2		38.9	32.4	26.2		31.3	3	2	2		47.1	39.5	32.3		38.3
UNIV TEXAS OF PERMIAN BASIN	30	IIA	4	5	3		34.4	27.7	25.8	----	30.0	4	4	3		41.8	34.1	31.8	----	36.8
UNIV TEXAS AT SAN ANTONIO	30	IIA	2	3	3		39.0	31.3	26.1	----	28.4	2	3	2		47.3	38.3	32.3	----	34.9
UNIV TEXAS AT TYLER	30	IIA	2	2	2	2	39.0	31.8	27.1	22.2	30.6	3	2	2	2	47.1	38.9	33.4	27.8	37.4
WEST TEXAS STATE UNIVERSITY	30	IIA	4	4	4	4	35.7	29.5	24.4	20.1	27.8	4	4	4	3	43.1	36.0	30.0	25.2	34.0
WESTERN TEXAS COLLEGE		III		3	3	2	----	27.5	24.2	21.9	26.9		4	4	3	----	32.1	28.4	25.8	32.6
WILEY COLLEGE		IIB	5	5		5	20.4	17.0	----	14.1	16.7	5	5		5	22.6	19.3	----	16.1	18.9
UTAH																				
DIXIE COLLEGE		III		3	3	5	----	27.9	24.3	16.7	23.7		3	2	4	----	35.6	31.3	22.3	30.6
SNOW COLLEGE		III	3	3	4	2	31.5	28.2	22.7	21.4	25.0	3	2	3	1	40.9	36.8	30.3	28.5	33.0
SOUTHERN UTAH STATE COLLEGE		IIB	2	3	3	2	33.0	25.9	22.6	20.2	26.9	2	2	1	1	42.7	35.2	29.8	26.8	35.2
UNIVERSITY OF UTAH		I	3	4	3	2	44.2	31.3	27.7	23.1	36.5	3	4	2	1	56.0	40.2	36.0	30.1	46.6
UTAH STATE UNIVERSITY		I	5	4	5	3	39.1	31.4	25.8	21.9	31.9	4	4	4	2	49.7	40.5	33.2	28.0	40.9
UTAH TECH.COLL.AT SALT LAKE	3	III	4	4	3	1	28.9	25.6	23.9	22.6	25.5	4	4	2	1	37.6	33.4	31.5	29.8	33.4
WEBER STATE COLLEGE		IIB	1	1	1*	1	38.9	32.1	27.5	21.4	31.4	1	1*	1*	1	50.0	41.5	35.9	28.3	40.7
WESTMINSTER COLL SALT LKE CY	1	IIB	5	4	4		25.2	23.0	20.6	----	22.0	4	4	3		30.8	28.3	25.5	----	27.2
VERMONT																				
CHAMPLAIN COLLEGE		III	4	4	2	4	29.2	24.9	25.0	18.0	25.7	4	4	3	4	35.0	30.4	30.7	22.3	31.2
GREEN MOUNTAIN COLLEGE		III	5		5		24.8	----	20.0	----	21.2	5		5		29.9	----	23.4	----	25.2
LYNDON STATE COLLEGE		IIB	3	2	2		30.2	27.0	23.8	----	26.1	3	2	1		39.0	35.0	30.5	----	33.6
MIDDLEBURY COLLEGE		IIB	1*	1	1	1	46.2	31.7	25.4	23.2	33.5	1*	1	1	1	57.3	39.0	29.8	26.6	40.6
SAINT MICHAEL'S COLLEGE		IIA	4	5	5		34.0	27.2	22.4	----	27.5	3	4	5		45.4	34.4	27.4	----	35.1
UNIVERSITY OF VERMONT		I	3	4	4	4	43.6	32.7	26.8	20.6	33.5	3	3	3	3	54.3	41.7	34.3	26.4	42.3
VERMONT TECHNICAL COLLEGE		III	4	4	3		29.6	26.5	23.2	----	25.5	4	3	3		38.5	34.4	29.9	----	33.0
VIRGINIA																				
AVERETT COLLEGE		IIB	5	4	5		24.8	22.3	19.1	----	21.0	5	5	5		28.5	25.6	21.6	----	24.0
BLUE RIDGE CMTY COLLEGE		III		3	2	3	----	27.9	24.8	20.8	25.4		3	2	3	----	34.9	31.2	26.3	31.9
BRIDGEWATER COLLEGE		IIB	4	4	4		28.1	23.4	20.7	----	24.6	4	4	4		33.6	27.3	24.5	----	29.1
CENTRAL VA CMTY COLLEGE		III	3	3	2		32.2	28.3	24.9	----	26.8	3	3	2		40.0	35.3	31.2	----	33.6
CHRISTENDON COLLEGE		IIB			4		----	----	20.2		17.7			4		----	----	24.1		21.4
COLLEGE OF WM. AND MARY		I	4	3	3	2	41.4	34.0	27.6	22.9	35.9	4	3	3	2	50.7	42.0	34.3	28.6	44.3
CHRISTOPHER NEWPORT COLLEGE		IIB	3	2	1	1	32.2	28.0	25.4	21.3	27.8	2	2	1	1	40.3	35.0	31.8	27.0	34.9
RICHARD BLAND COLLEGE		III	3	4			33.3	26.5	----	----	27.2	3	4			41.5	33.2	----	----	34.1
DABNEY S.LANCASTER COMM.COLL		III		3	3	4	----	28.7	24.5	19.6	25.0		3	3	3	----	35.8	30.8	24.9	31.4
DANVILLE COMMUNITY COLLEGE		III	4	3	3	3	28.3	27.3	23.7	19.8	25.4	4	3	3	3	35.4	34.1	29.7	25.1	31.8
EASTERN MENNONITE COLL&SEM		IIB	5	5	5	5	22.2	18.3	16.5	13.7	18.1	5	5	5	5	28.8	23.7	20.9	17.2	23.2
EASTERN SHORE COMM.COLLEGE		III					----	----	----	----	24.2					----	----	----	----	30.4
EMORY & HENRY COLLEGE		IIB	3	3	3		29.9	24.9	22.0	----	26.3	3	3	3		36.0	30.0	26.4	----	31.7
FERRUM COLLEGE		IIB	4	4	4		25.9	22.4	19.2		21.4	5	5	5		29.9	26.0	22.0		24.7
GEORGE MASON UNIVERSITY	63	IIA	1	2	1	1	43.5	33.4	28.5	23.7	33.7	1	2	1	1	53.3	41.1	35.2	29.4	41.5
GERMANNA COMMUNITY COLLEGE	1	III		2	3	4	----	29.5	23.2	18.7	24.4		2	3	4	----	36.8	29.2	23.8	30.7
HAMPDEN-SYDNEY COLLEGE		IIB	2	2	2		34.0	27.8	23.5		28.8	2	2	3		40.4	32.8	26.6		33.8
HOLLINS COLLEGE		IIB	1	1	3	1	38.0	31.2	22.1	21.1	30.7	1	1	3	2	45.8	37.2	25.9	24.8	36.6
INSTITUTE OF TEXTILE TECH.		III		1	1*		----	33.3	33.7	----	35.0		2	1*		----	38.0	38.5	----	39.9
JAMES MADISON UNIVERSITY		IIA	4	4	2	3	35.6	29.8	26.3	20.2	29.6	4	3	2	3	44.3	37.2	33.0	25.6	37.0
J.SARGEANT REYNOLDS COM.COLL		III	4	3	3	2	30.4	27.6	24.0	21.5	26.4	4	3	3	2	37.9	34.5	30.1	27.2	33.1
JOHN TYLER COMMUNITY COLLEGE		III	4	3	4	2	29.8	27.6	22.7	21.0	25.1	4	3	4	3	37.1	34.5	28.6	26.5	31.5
LIBERTY UNIVERSITY		IIB	4	3	3	3	28.4	26.2	22.4	18.2	23.8	4	3	3	4	33.2	30.6	26.0	21.1	27.8
LONGWOOD COLLEGE		IIB	2	1	2	1	35.4	30.1	23.8	22.1	28.4	2	1	1	1	44.1	37.8	30.1	27.8	35.6
LORD FAIRFAX CMTY COLLEGE		III		4	4		----	24.8	22.9	----	23.4		4	4		----	31.2	28.8	----	29.4
LYNCHBURG COLLEGE		IIA	5	5	5	5	32.7	26.7	21.7	17.6	26.9	5	5	5	5	39.4	31.9	25.5	20.4	32.1
MARY BALDWIN COLLEGE		IIB	3	4	4		30.2	24.0	20.5	----	23.4	3	4	4		36.9	28.3	23.8	----	27.7
MARY WASHINGTON COLLEGE		IIB	2	1	2	1	34.7	30.0	24.3	21.7	29.2	2	1	1	1	43.6	37.9	30.9	27.5	36.8
MARYMOUNT COLLEGE OF VA		IIB	2	2	1	4	35.6	27.4	24.8	17.3	27.2	2	3	2	4	40.9	31.4	28.5	19.8	31.3
MOUNTAIN EMPIRE COMM.COLLEGE		III		4	4	3	----	26.6	23.0	20.2	23.2		4	4	3	----	33.3	28.9	25.6	29.1
NEW RIVER COMMUNITY COLLEGE		III	3	3	3	4	31.6	28.2	23.1	18.8	23.9	3	3	3	4	39.8	35.7	29.5	24.4	30.5
NORFOLK STATE UNIVERSITY		IIA	3	2	2	4	37.0	32.0	26.2	19.4	29.9	3	2	2	3	46.2	40.1	33.2	25.0	37.7
NORTHERN VIRGINIA COMM.COLL.		III	3	2	2	2	32.4	29.5	25.4	21.8	27.6	3	2	2	2	40.3	36.8	31.8	27.5	34.5
OLD DOMINION UNIVERSITY		IIA	1	2	1	2	43.2	32.0	27.9	21.5	32.5	1	2	1	2	52.8	39.6	34.6	26.7	40.0
PATRICK HENRY COMM. COLLEGE		III		3	3	4	----	27.6	23.8	19.6	24.0		3	3	3	----	34.5	29.9	24.9	30.2
PAUL D. CAMP COMMUNITY COLL.		III		4	4		----	26.6	22.4	----	24.4		4	4		----	33.3	28.3	----	30.6
PIEDMONT VIRGINIA COMM.COLL.		III		4	4	4	----	26.1	22.9	19.5	24.1		4	4	4	----	32.7	28.8	24.7	30.2
PRESB.SCH. OF CHRISTIAN EDUC		IIC					----	----	----	----	25.3					----	----	----	----	35.4
PROT EPIS THEOL SEM IN VA		IIC					25.2	----	----		23.7					38.8	----	----		36.7
RADFORD UNIVERSITY		IIA	4	4	3	3	36.0	29.6	25.4	20.2	29.5	4	3	3	3	44.7	36.9	31.9	25.6	36.9
RANDOLPH-MACON COLLEGE		IIB	2	2	3		34.3	27.5	22.6	----	26.9	2	2	2		40.8	33.0	27.4	----	32.4
RANDOLPH-MACON WOMAN'S COLL.		IIB	2	3	3		34.6	26.7	22.0	----	28.8	2	2	3		42.8	33.1	27.2	----	35.5
RAPPAHANNOCK COMMUNITY COLL.		III		3	4	4	----	28.3	22.6	19.0	23.3		3	4	4	----	35.3	28.5	24.1	29.4
ROANOKE COLLEGE		IIB	2	2	2		35.7	27.6	22.9	----	28.0	2	2	3		42.6	32.8	26.9	----	33.1
SAINT PAUL'S COLLEGE		IIB	5	5		4	24.0	20.8	----	17.3	19.4	5	5		4	27.5	23.9	----	19.9	22.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	99.	97.	14.	25.	5.3	5.3	5.9	3.9	78	53	37	3	8	12	20	5	46.5	34.5	28.7	----	37.6	32.7	24.4	----
17.	ALL	94.	17.		5.0	5.4	7.2		10	30	22	4	1	6	2	2	----	28.3	----	----	----	25.5	----	----
20.	87.	76.	9.	12.					314	267	186	16	23	46	78	9	47.9	34.5	29.4	20.2	43.1	32.3	26.9	22.4
21.	96.	85.	4.						42	62	35	8	6	27	18	7	41.2	33.8	30.9	27.3	38.9	30.7	27.2	22.3
22.	71.	72.	28.		5.2	2.5	8.4	5.6	6	36	36	1	1	10	18		----	32.2	25.7	----	----	31.1	25.6	
15.	ALL	60.	14.		9.9	6.8	8.1	----	22	21	9	1	15	9	12	1	28.6	26.0	21.4	----	28.2	23.5	22.0	----
20.	99.	99.	5.		7.0	8.3	11.2	7.8	786	375	330	27	54	120	143	9	48.6	33.7	30.3	21.7	43.6	31.5	26.9	18.7
21.	ALL	95.	20.		4.6	5.3	6.2	----	151	202	117		9	38	31	3	42.5	32.5	27.6		36.6	29.7	26.1	----
20.	ALL	99.			6.0	7.0	6.0	----	75	57	36	1	3	12	16	1	----	33.9	29.9	----	----	33.3	28.3	----
22.	98.	93.	33.						91	103	107		4	18	58		----	32.4	26.7		----	32.0	25.3	
22.	84.	88.	13.		7.7	5.8	4.2	----	22	22	5	4	3	3	3	1	----	----	----	----	----	----	----	----
23.	ALL	99.			2.1	4.5	5.0		50	60	81	1	7	19	20		39.2	31.4	26.1	----	37.3	31.2	26.0	
22.	96.	71.	7.		14.2	12.1	16.2	14.0	20	30	12	6	7	5	16	15	40.0	----	27.3	23.8	36.2	----	27.0	21.6
22.	92.	89.	55.	9.	3.2	3.1	3.0	3.6	57	41	37	15	3	5	25	29	----	----	24.1	20.8	----	----	24.8	19.8
21.									2	5	6	6		3	4	4	----	----	----	----		----	----	----
13.	63.	56.		8.	3.3	7.3	----	8.2	7	4	1	7	1	5	2	6	----	----	----	15.2	----	----	----	12.8
29.		67.	38.						2	13	26	8	1	2	6	6	----	----	24.1	16.4	----	----	25.0	17.2
32.	ALL	ALL	47.		5.0	7.3	9.4	8.0	11	12	12	14			7	4	----	----	22.1	----			23.6	----
31.	ALL	79.	10.						31	31	24	2	1	7	6	7	----	27.3	22.9	----	----	25.0	21.6	----
28.	97.	80.	13.		7.0	7.7	8.5	7.4	373	183	98	15	24	57	53	22	44.7	31.7	29.0	23.6	37.2	29.9	25.4	22.8
28.	98.	78.	18.		7.5	8.4	8.9	8.7	179	158	73	11	3	16	41	13	----	31.6	26.7	22.9	----	29.6	24.2	21.0
31.	96.	75.	51.	39.	5.1	6.9	7.2	7.7	37	26	28	29	10	25	9	7	29.4	26.4	24.8	23.1	27.2	24.8	21.3	20.9
30.	98.	67.	20.	3.	16.0	14.7	13.7	9.9	117	74	73	22	10	22	33	36	39.2	32.8	28.3	23.2	35.3	29.8	25.8	20.4
24.									6	7	11		4	4	9	2	----	----	22.0		----	----	18.8	----
21.					5.2	5.4	5.6	----	12	5	7	3	5	5	3	3	----	----	----	----	----	----	----	----
19.					----	----	16.0	----	6	3	6	2		1	6	2	----	----	20.7	----		----	19.3	----
29.	ALL	88.	23.		4.1	4.7	6.0	----	12	13	15	1	1	3	7	2	----	----	23.6	----	----	----	24.3	----
21.	98.	95.			8.9	10.2	11.9	14.9	48	16	32	9	4	4	19	6	----	----	25.9	23.5	----	----	24.7	22.6
28.	ALL	ALL	31.		9.3	9.8	10.2		27	29	23	1	3	6	12		----	27.1	22.5	----	----	27.6	22.3	
26.	ALL	95.	18.		7.1	7.2	8.3	10.4	152	124	68	2	7	45	42	7	43.6	33.7	27.5	----	44.2	30.2	25.7	----
29.	ALL	62.	21.		4.7	5.2	6.2	----	15	11	22	2		2	2	2	----	----	----	----		----	----	----
14.	ALL	74.			3.5	4.7	5.6	----	7	9	13		1	10	4	5	----	23.2	----		----	21.4	----	----
25.		19.	23.						3	10	9	6		6	4	6	----	28.1	----	22.2		27.7	----	19.5
18.	95.	69.	75.		8.4	9.1	8.4		18	14	6	1	1	2	5		----	----	21.7	----	----	----	19.8	
25.	29.	38.	4.						6	19	17		1	7	9	4	----	28.2	25.0		----	28.6	24.7	----
21.									2	1	7			1			----	----	----			----		
23.	97.	89.	3.		11.7	11.0	12.3	11.6	153	102	36	8	12	19	25	3	41.6	34.2	28.5	----	38.0	32.9	26.1	----
25.	ALL	91.	36.		10.2	10.7	11.1	----	27	27	22	5	6	6	14	4	32.2	28.0	25.7	----	32.5	27.6	24.9	----
25.	ALL	95.			9.1	10.1	----		5	11	2		1	9	2	1	----	26.5	----		----	26.4	----	----
26.		50.			----	12.1	12.1	11.6	2	8	6	6		4	3	4	----	----	----	----		----	----	----
25.	30.	57.	10.						9	20	10	4	1	3	11	3	----	----	25.0	----	----	----	22.4	----
28.	33.	23.			3.5	2.1	3.2	7.7	20	13	11	5	1		13	3	----	----	18.4	----	----		15.0	----
25.									1	3	3	3		1	1	1	----	----	----	----		----	----	----
20.	ALL	ALL	31.						22	8	12	3	2	2	1		----	----	----	----	----	----	----	
15.	ALL	ALL	25.		7.6	8.3	8.6		12	11	22		2	7	14		----	22.6	19.5		----	22.3	18.6	
23.	90.	82.	5.		8.8	10.2	10.0	8.2	94	132	96	8	16	56	78	4	44.1	33.4	29.2	----	40.1	33.3	27.7	----
26.									3	5	9	4	1	1	8	3	----	----	24.1	----	----	----	22.3	----
17.	ALL	91.			5.0	5.1	7.4		20	21	13			2	2		----	----	----			----	----	
19.	ALL	95.	7.		5.2	5.3	5.8	----	18	17	6	4	7	5	9	2	37.6	----	22.4	----	38.8	----	21.9	----
14.									5	6	8	5		1			----	----	----	----		----		
25.	99.	85.	31.		8.3	9.7	10.3	9.7	104	120	83	18	25	32	30	27	35.8	30.3	26.8	21.1	34.8	27.7	25.1	19.6
25.	6.	2.	2.						23	25	30	7	10	26	23	6	30.9	27.8	24.5	22.0	29.2	27.5	23.3	21.0
25.	43.	58.	4.	13.					6	18	12	5	1	8	14	3	----	28.3	23.3	----	----	26.0	22.3	----
16.									36	34	61	12	6	5	24	17	28.1	----	22.3	19.6	30.4	----	22.7	17.2
26.	ALL	90.	58.		8.9	11.1	11.4	11.0	15	38	24	5	10	13	16	8	34.7	30.1	23.5	----	36.4	30.3	24.2	----
26.									3	8	8	4		2	6	1	----	----	23.2	----		----	22.5	----
19.	94.	79.	23.		6.5	8.2	8.4	----	31	33	16	3	4	15	10	3	----	27.1	22.2	----	----	25.9	21.0	----
18.	ALL	62.	15.		4.6	7.3	6.8	----	10	5	16	1	4	8	11	4	----	----	20.8	----	----	----	20.1	----
26.	98.	85.	15.		10.2	11.3	11.6	12.2	38	27	30	7	10	13	18	2	35.1	30.4	24.5	----	33.2	29.2	24.1	----
15.	54.	26.	36.						7	14	2		6	9	20	6	34.8	27.0	----		36.6	28.0	----	----
26.									3	9	12	10	1	1	7	7	----	----	23.8	20.6	----	----	21.7	19.7
28.	80.	50.	10.		10.4	11.2	12.4	12.0	8	5	10	7	2	5	10	11	----	----	23.0	19.3	----	----	23.2	18.6
26.	85.	55.	33.	2.					63	57	46	18	35	23	53	27	37.2	32.9	28.6	20.9	36.7	29.8	24.1	18.4
25.	12.	24.	7.						65	73	76	38	51	60	75	42	32.6	29.4	25.8	22.1	32.1	29.6	25.0	21.4
23.	97.	88.	9.		10.7	10.9	12.0	15.5	139	161	89	25	10	46	43	36	43.1	32.7	28.8	24.1	44.9	29.7	26.1	19.7
26.									1	4	5	3		3	9	4	----	----	----	----		----	----	----
26.									3	4	9			4	5	2	----	----	----			----	----	----
26.									3	8	11	3	2	8	15	5	----	27.9	23.2	----	----	24.3	22.6	----
40.					----	----	----	----	4	2	1		1	2	1	1	----	----	----		----	----	----	----
55.	75.				6.6	----	----		10	2	2		2				----	----	----		----			
25.	93.	71.	32.	4.	9.5	11.1	12.1	12.7	74	61	61	11	22	32	34	15	36.4	30.1	25.8	20.7	34.7	28.6	24.6	19.8
20.	95.	75.	7.						19	14	19			2	10	3	----	----	23.0			----	21.7	----
24.	ALL	72.	44.		6.0	7.1	7.6	----	21	11	8		8	7	8	2	35.4	26.9	21.9		32.5	26.3	22.1	----
26.									1	5	7	5		2	5	3	----	----	----	----		----	----	----
18.	ALL	97.	20.						15	22	8		4	10	7	3	----	27.9	23.6		----	26.9	22.2	----
15.									3	7	2	9	3	3	2	7	----	----	----	18.2	----	----	----	16.2

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
VIRGINIA(CONTD)																				
SHENANDOAH COLL.&CONS.MUSIC		IIB	4	4	5	5	25.6	23.2	18.5	15.2	20.6	4	4	5	5	33.4	28.7	21.7	17.9	25.1
SOUTHSIDE VIRGINIA COMM.COLL		III		4	4		----	26.4	22.5	----	23.1		4	4		----	33.0	28.0	----	28.9
SOUTHWEST VIRGINIA COMM.COLL		III	4	3	3	2	30.2	27.7	24.1	21.2	24.9	4	3	3	2	37.6	34.6	30.3	26.8	31.3
SWEET BRIAR COLLEGE		IIB	1	2	3		36.4	28.6	22.5	----	29.9	1	2	3		45.3	34.8	27.0	----	36.7
THOMAS NELSON CMTY COLLEGE		III	3	4	3	3	31.2	26.8	23.9	20.0	26.0	3	4	3	3	38.9	33.6	30.0	25.3	32.5
TIDEWATER CPMMONITY COLLEGE		III	4	4	3	3	29.2	26.5	23.3	20.2	24.8	4	4	3	3	36.4	33.1	29.3	25.5	31.1
UNION THEOL SEMINARY OF VA		IIC					----	----	----		23.7					----	----	----		39.1
UNIVERSITY OF RICHMOND		IIA	1	2	2	5	43.2	33.5	26.2	17.6	33.6	1	2	3	5	52.9	41.5	31.5	21.5	40.9
UNIVERSITY OF VIRGINIA		I	1	2	2	3	53.8	36.7	28.9	21.6	40.3	1	1	2	3	66.1	46.0	36.4	26.8	49.9
U. VA.CLINCH VALLEY COLL. OF	4	IIB	3	3	3		32.3	26.4	22.0		26.2	3	3	3		39.1	30.5	25.7		30.9
VIRGINIA COMMONWEALTH UNIV.		I	4	3	2	2	41.2	33.6	29.1	22.5	32.7	4	3	2	2	51.2	41.9	36.3	28.0	40.7
VIRGINIA HIGHLANDS COMM.COLL		III		3	3	4	----	27.6	23.6	19.3	25.3		3	3	4	----	34.5	29.7	24.4	31.8
VIRGINIA INTERMONT COLLEGE	64	IIB									17.0									21.0
VIRGINIA MILITARY INSTITUTE		IIB	1	1*	1*		37.6	33.4	27.2	----	33.2	1	1*	1*		48.1	42.5	34.5	----	42.4
VIRGINIA POLY.INST.&ST UNIV		I	2	2	2	3	49.2	35.2	30.0	22.1	37.3	2	2	1	3	59.5	43.3	37.1	27.5	45.7
VIRGINIA STATE UNIVERSITY		IIA	5	5	5	4	31.0	27.7	23.2	19.4	25.7	5	4	4	4	38.5	34.5	29.1	24.5	32.1
VIRGINIA WESLEYAN COLLEGE		IIB	3	2	3	2	31.4	27.4	22.6	20.7	26.6	3	2	2	1	38.5	34.1	27.6	25.4	32.7
VIRGINIA WESTERN COMM.COLL.		III	3	3	3	3	32.5	28.2	23.8	20.4	26.1	3	3	3	3	40.3	35.3	29.9	25.8	32.7
WASHINGTON & LEE UNIVERSITY		IIB	1	1	1*	2	42.6	32.2	29.2	20.0	36.6	1	1	1*	3	51.5	38.4	33.9	22.5	43.8
WYTHEVILLE COMMUNITY COLLEGE		III	4	3	3	2	30.6	27.2	23.1	21.4	25.5	4	3	4	2	38.1	34.0	29.1	27.0	32.0
WASHINGTON																				
CENTRAL WASHINGTON UNIV.	6	IIA	4	4	4	3	35.9	29.9	24.8	20.7	31.5	4	4	4	3	43.9	36.7	30.1	26.0	38.5
CITY UNIVERSITY		IIC									14.6									17.4
EASTERN WASHINGTON UNIV.		IIA	5	4	5	5	33.4	29.3	22.6	17.6	30.3	4	4	4	5	41.1	36.3	28.4	22.6	37.5
EVERGREEN STATE COLLEGE		IIB									32.4									39.1
GONZAGA UNIVERSITY		IIA	3	4	5		38.3	29.9	23.3	----	30.1	3	3	4		47.2	37.2	29.7	----	37.5
LUTHERAN BIBLE INST.SEATTLE		IIC									20.7									26.0
NORTHWEST COL ASSEMBLIES GOD		IIC					----	22.5	----	17.7	20.9					----	27.3	----	21.7	25.4
PACIFIC LUTHERAN UNIVERSITY	1	IIA	4	4	5		34.2	28.0	23.0	----	27.9	4	4	4		43.0	35.2	28.4	----	34.9
SEATTLE PACIFIC UNIVERSITY		IIB	3	2	2	3	32.1	27.2	23.3	18.4	27.3	3	3	2	3	39.2	32.6	27.4	22.2	32.8
SEATTLE UNIVERSITY		IIA	4	4	3	1	36.5	28.8	25.2	24.1	29.5	4	4	4	2	44.2	33.8	29.8	28.6	35.0
SHORELINE COMMUNITY COLLEGE		III	5			1	28.0			22.8	27.4	4			2	34.8			27.9	34.0
UNIVERSITY OF PUGET SOUND	65	IIA	3	4	4	3	36.8	29.9	24.1	20.3	30.1	2	3	3	2	47.6	38.7	30.6	27.0	38.8
UNIVERSITY OF WASHINGTON		I	4	4	3	1	43.2	31.3	28.1	25.3	36.0	4	4	3	1	51.7	38.3	34.7	31.4	43.6
WASHINGTON STATE UNIVERSITY		I	5	5	4	4	39.7	30.1	26.8	20.7	32.7	5	5	4	4	48.1	36.7	32.4	25.3	39.7
WESTERN WASHINGTON UNIV.		IIA	3	3	3		37.2	30.8	25.8		32.4	3	3	3		45.9	38.2	31.9		40.1
WHITMAN COLLEGE		IIB	1	1	1		39.0	32.0	25.5	----	31.7	1	1	2		45.5	37.2	29.3	----	36.8
WHITWORTH COLLEGE		IIB	2	2	3		33.1	27.1	22.0	----	26.4	2	2	2		39.8	33.7	27.5	----	32.6
WEST VIRGINIA																				
ALDERSON BROADDUS COLLEGE		IIB	5	4	5	4	22.7	22.2	18.3	16.5	19.8	5	4	5	4	26.6	26.5	21.8	19.9	23.6
APPALACHIAN BIBLE COLLEGE		IIC						----	----		12.9						----	----		16.2
BECKLEY COLLEGE		III	5			4	19.4	----	----	18.2	18.7	5			5	21.9	----	----	20.6	21.2
BETHANY COLLEGE		IIB	4	4	3		28.3	22.8	21.8	----	24.5	3	4	3		35.8	27.9	26.7	----	30.5
BLUEFIELD STATE COLLEGE		IIB	3	3	4	5	29.4	24.7	20.0	16.0	21.1	4	4	4	5	33.5	28.1	22.7	18.1	24.0
CONCORD COLLEGE		IIB	3	3	4	3	30.6	25.0	20.4	18.0	24.7	3	3	4	3	36.9	30.4	24.4	21.8	29.8
DAVIS AND ELKINS COLLEGE		IIB	4	5	4	4	26.2	21.6	19.8	17.0	21.1	4	4	4	3	32.4	27.0	25.0	21.7	26.4
FAIRMONT STATE COLLEGE		IIB	3	3	4	2	31.7	26.0	19.5	19.9	25.5	3	3	4	2	37.6	31.1	24.1	24.2	30.6
GLENVILLE STATE COLLEGE		IIB	3	3	3	3	29.3	25.1	21.2	19.3	23.3	3	3	3	2	35.5	30.3	25.8	23.5	28.3
MARSHALL UNIVERSITY		IIA	4	4	5	5	33.8	28.4	22.8	17.5	27.6	5	4	5	5	40.0	33.8	27.6	21.5	32.9
OHIO VALLEY COLLEGE		III		5			----	18.0	----		17.4		5			----	20.8	----		20.4
PARKERSBURG COMMUNITY COLL.		III	4	5	5	5	28.7	23.7	18.8	16.5	22.5	4	5	5	5	34.1	28.5	22.9	20.3	27.1
POTOMAC STATE COLL OF W VA U		III	3	4	5	5	32.2	24.9	20.3	16.8	24.0	3	4	5	5	38.7	30.3	24.9	20.1	29.1
SALEM COLLEGE		IIB	5	5	5	5	20.8	18.9	16.5	14.5	17.0	5	5	5	5	23.7	22.3	19.4	16.4	19.7
SHEPHERD COLLEGE		IIB	3	3	2	2	31.8	26.6	24.0	19.9	26.0	3	3	2	2	38.1	32.0	29.0	24.6	31.4
SOUTHERN W.VA.COMMONITY COLL		III		4	4	5	----	25.6	21.3	16.3	20.9		4	4	5	----	30.9	25.9	20.2	25.5
WEST LIBERTY STATE COLLEGE		IIB	3	3	3	3	31.2	25.3	21.4	18.2	26.2	3	3	3	3	37.5	30.4	25.8	22.3	31.6
W. VA. COLL. OF GRAD.STUDIES		IIC					36.5	31.8	24.2	----	32.2					43.2	37.9	29.1	----	38.3
WEST VIRGINIA INST. OF TECH.		IIB	3	3	2	2	31.0	26.9	23.5	19.4	26.3	3	3	2	3	37.2	32.1	28.2	23.0	31.5
W.VA.NORTHERN COMMUNITY COLL	1	III	5	5	5	5	27.0	22.5	19.4	15.5	21.0	5	5	5	5	32.1	26.8	22.9	19.0	25.2
W. VA. SCH OSTEOPATHIC MED.		IIC					----	38.3	----		36.7					----	44.9	----		43.2
WEST VIRGINIA STATE COLLEGE		IIB	3	3	3	4	30.6	25.8	21.8	17.7	24.6	3	3	3	4	36.6	31.2	26.2	20.8	29.5
WEST VIRGINIA UNIVERSITY		I	5	4	5	5	39.7	31.8	25.5	19.3	32.4	5	4	5	5	46.9	37.9	30.2	22.5	38.3
WEST VIRGINIA WESLEYAN COLL.		IIB	4	4	3	4	26.4	22.4	21.1	17.7	23.3	4	4	2	3	34.3	28.4	27.8	21.7	30.0
WHEELING COLLEGE		IIB	4	4	4	4	28.2	23.0	20.6	16.9	22.0	4	4	4	4	34.2	27.3	24.2	20.0	26.1
WISCONSIN																				
ALVERNO COLLEGE		IIB		4	4	4	----	24.3	19.9	17.4	21.3		4	4	4	----	27.6	22.8	19.6	24.1
BELOIT COLLEGE		IIB	2	2	3		33.1	28.2	22.7	----	29.8	2	2	3		42.3	34.2	26.3	----	37.1
CARROLL COLLEGE		IIB	2	2	1		33.8	29.1	25.1		29.3	2	2	2		41.9	35.3	29.7		35.5
CARTHAGE COLLEGE		IIB	3	4	3	4	30.1	23.8	22.1	16.6	26.4	3	3	3	4	37.6	30.4	26.7	20.8	33.0
CONCORDIA COLLEGE WISCONSIN		IIB		5	5		----	20.1	18.1	----	18.4		5	4		----	25.6	23.2	----	23.8
EDGEWOOD COLLEGE		IIB	4	5			25.5	21.4	----		21.8	5	5			29.8	25.2	----		25.6
INSTITUTE PAPER CHEMISTRY		IIC					50.8	36.2	31.1	----	39.1					62.5	44.0	39.0	----	48.0
LAKELAND COLLEGE		IIB	4		4		25.8	----	19.4	----	20.7	4		4		30.6	----	23.1	----	24.5
LAWRENCE UNIVERSITY		IIB	1	1	2		39.3	30.9	23.0		32.5	1	1	2		48.7	37.6	27.9		39.8
MARIAN C OF FOND DU LAC		IIB			4	4	----	----	20.8	16.8	21.5			4	4	----	----	24.6	20.1	25.5
MARQUETTE UNIVERSITY		I	3	2	2	3	46.4	35.0	29.5	21.5	34.6	2	2	2	4	58.3	43.9	35.9	25.2	42.9
MILWAUKEE INST ART-DESIGN		IIC									19.9									22.0
MILWAUKEE SCHOOL OF ENGRG.		IIB	2	3	1	1	34.0	26.3	24.9	21.0	28.7	2	3	1	2	41.6	31.7	30.1	24.7	34.8
MOUNT MARY COLLEGE		IIB		4	4		----	24.5	19.2	----	22.6		4	5		----	29.7	22.2	----	26.9

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.									10	13	19	2	3	5	17	5	----	----	18.7	----	----	----	18.3	----
25.									1	6	16	4		5	8	1	----	----	21.8	----		----	23.8	----
25.	33.	38.	4.						3	14	20	10	3	2	7	3	----	----	24.2	----	----	----	24.1	----
23.	ALL	78.	15.		7.4	8.7	9.9	----	19	9	6	1	9	9	14		37.3	28.2	22.1	----	34.6	29.0	22.6	
25.	40.	11.	10.						14	26	22	1	6	10	19	8	31.3	27.2	24.3	----	31.1	25.9	23.5	----
25.	5.	7.							33	49	44	25	11	33	37	22	29.2	26.6	23.3	20.4	29.3	26.3	23.2	19.9
65.									15	1	2		1		1		----	----	----		----		----	
22.	ALL	88.	16.	14.	7.1	8.0	9.8	----	69	48	37	2	6	8	24	5	43.4	33.7	26.7	----	40.8	32.4	25.5	----
24.	96.	89.	1.		9.9	10.4	11.3	8.2	341	241	163	8	19	34	63	22	54.0	37.0	29.8	22.2	49.6	34.7	26.6	21.4
18.	ALL	87.	40.		9.7	10.3	9.7		10	11	12			4	3		----	----	----			----	----	
24.	98.	90.	15.	1.	9.7	9.9	10.4	9.7	144	241	160	25	25	71	95	46	41.5	34.2	30.4	24.7	39.0	31.6	26.9	21.3
25.		16.								21	10	1	3	4	11	5		----	23.6	----	----	----	23.6	----
23.																								
28.	ALL	50.	20.		9.6	11.1	11.5	----	46	15	22	4		1	3		----	----	----	----		----	----	
22.	95.	93.	9.	8.					437	402	271	73	16	42	85	37	49.4	35.4	30.5	22.9	43.0	33.2	28.5	20.5
25.	93.	47.	27.						43	33	51	15	15	10	40	11	31.2	27.7	23.9	20.1	30.3	27.9	22.3	18.4
23.	94.	50.							17	9	9	4	1	3	3	4	----	----	----	----	----	----	----	----
25.	44.	58.	32.	23.					14	22	21	4	4	9	23	9	----	28.9	23.9	----	----	26.7	23.6	----
20.	94.	93.	13.		7.6	8.6	8.1	6.2	84	40	21	3	1	1	3	6	----	----	----	----	----	----	----	----
25.	63.	36.	12.						6	8	8	3	2	6	9	3	----	27.6	23.2	----	----	26.7	23.1	----
22.	99.	86.	13.		6.7	7.2	7.3	----	122	76	39	3	13	12	17	3	36.1	30.1	25.2	----	34.3	28.5	24.0	----
19.																								
24.	98.	71.	16.						172	63	35	6	18	14	16	1	33.7	29.5	23.0	----	30.8	28.5	21.6	----
21.																								
25.	89.	60.	15.						36	43	22	1		9	19		----	29.8	24.3	----		30.6	22.2	
26.																								
21.		ALL		17.					4	6	4	4			1	2	----	----	----	----			----	----
25.	97.	86.	22.		5.1	5.6	6.2	6.6	53	63	29	2	5	20	38	3	----	28.3	23.8	----	----	26.8	22.3	----
20.	88.	55.	23.		6.3	4.0	3.7	7.0	43	32	21	2	7	12	18	6	32.2	27.4	23.9	----	31.6	26.7	22.5	----
19.	91.	78.	12.		9.1	10.1	8.9	6.4	32	52	27	7	12	21	23	2	35.9	29.1	26.1	----	38.1	28.1	24.3	----
24.	ALL								67			4	49			10	29.0			----	26.6			----
29.	97.	77.			3.3	7.0	5.9	5.4	59	32	29	7	7	16	12	13	37.0	30.2	24.4	20.3	34.9	29.5	23.5	20.2
21.	98.	92.	5.		7.0	7.7	7.0	----	661	343	198	6	66	89	85		43.5	31.8	28.6	----	40.3	29.4	26.8	
21.	ALL	91.	7.		8.1	6.9	6.5	4.6	274	217	128	2	15	49	73	10	39.9	30.2	28.1	----	36.0	30.0	24.4	----
24.	98.	95.	17.		3.5	2.8	2.6		135	145	34		14	26	19		37.3	31.0	27.0		36.0	29.5	23.7	
16.	ALL	94.	22.		4.7	5.9	5.6	----	25	30	19	3	3	4	8	2	----	----	26.3	----	----	----	23.8	----
23.	ALL	73.	5.		4.3	6.2	10.6	----	17	18	13	3	2	8	9	2	----	27.0	22.8	----	----	27.3	20.7	----
19.	ALL	89.	36.		----	2.9	3.8	3.6	6	11	10	4	1	7	12	6	----	22.1	18.4	----	----	22.4	18.2	----
26.										4	1				1			----	----				----	
13.									4		1	3	7	2	1	3	----		----	----	----	----	----	----
24.	83.	73.	6.						19	10	12	1	4	1	5	2	----	----	----	----	----	----	----	----
14.	ALL	81.	42.		10.1	9.5	6.5	6.5	14	10	17	13	2	6	9	18	----	24.7	21.0	17.6	----	24.6	18.0	14.8
21.	ALL	95.	6.		12.1	13.2	14.7	6.8	26	13	11	9	1	8	7	4	----	25.0	20.6	----	----	25.1	20.1	----
25.	ALL	50.	5.						7	8	12	4	3		9	3	----	----	21.6	----	----		17.5	----
20.	96.	93.	58.						45	30	17	14	7	14	21	8	31.7	26.2	16.8	20.6	32.1	25.7	21.7	18.8
21.	ALL	71.	54.		13.2	12.3	7.9	7.3	9	15	16	7	3	6	10	5	----	25.6	21.6	----	----	23.8	20.7	----
19.	97.	81.	37.	6.					98	79	59	12	18	30	46	19	33.7	28.7	22.8	17.9	34.3	27.4	22.9	17.3
17.		ALL							1	5	4			1	1		----	----	----			----	----	
20.	92.	ALL	35.						10	22	11	4	3	14	6	6	----	24.4	19.8	----	----	22.8	17.0	----
21.	ALL	ALL	36.		12.9	11.3	8.0	8.7	10	10	8	4		1	3	3	----	----	----	----		----	----	----
16.	83.	69.	13.		4.1	5.4	5.3	6.2	5	11	6	7	1	2	9	10	----	----	16.9	15.1	----	----	16.3	14.1
21.	96.	89.	64.		11.2	10.1	6.6	5.7	25	23	27	1	3	4	12	7	----	----	24.1	----	----	----	23.6	----
22.		ALL	71.						1	4	12	7	1	6	9	9	----	----	22.2	16.7	----	----	20.0	15.9
20.	ALL	86.	33.		11.1	10.1	6.7	6.5	41	38	5	8	5	20	7	6	----	25.9	----	18.8	----	24.2	----	17.3
19.	81.	56.			9.7	8.0	----		19	22	4		2	5	2	2	----	----	----		----	----	----	----
20.	ALL	74.	18.		12.0	11.1	8.4	15.1	49	25	22	14	6	9	12	12	31.3	27.7	24.3	19.8	28.6	24.6	22.0	18.9
20.	92.	ALL	67.		14.4	6.6	8.1	5.3	9	11	5	3	4	9	4	8	----	23.0	----	----	----	21.7	----	----
18.		60.			----	5.7	----		2	12	3			8			----	39.6	----			36.5		
20.	94.	92.	52.	15.	11.0	10.0	6.6	8.7	18	26	24	2	13	12	20	11	30.6	25.8	22.0	----	30.5	25.9	21.5	----
18.	92.	74.	19.		7.1	5.6	4.7	3.6	314	192	149	5	25	59	94	15	39.9	32.6	27.0	----	36.5	29.4	23.0	----
29.	ALL	94.	35.		0.0	0.5	1.2	----	26	17	8	3	5	15	9	3	----	23.0	23.2	----	----	21.8	19.3	----
19.	ALL	89.	26.						7	15	10	4	2	3	13	4	----	----	22.6	----	----	----	19.1	----
14.		ALL	53.		----	8.2	9.7	----		5	8	4	5	14	24	9		----	20.9	----	----	----	19.6	----
25.	ALL	ALL			7.1	8.9	8.4	----	42	12	9	1	1	2	7		----	----	22.1	----	----	----	23.6	
21.	ALL	ALL	36.		5.5	5.1	4.6		22	22	18		2	6	7		----	29.7	25.3		----	27.1	24.5	
25.	ALL	ALL	44.						33	13	8	3	5	4	1	3	----	----	----	----	----	----	----	----
29.		50.	5.		----	5.8	6.7	----	3	8	12	2		2	8		----	----	18.2	----		----	17.9	
18.	ALL	63.							4	6	3		2	10	2		----	21.2	----		----	21.5	----	
23.					7.6	6.1	----	----	10	15	7	1					----	----	----	----				
18.	ALL		17.		6.2	----	9.1	----	6	3	14	3		2	4		----	----	----	----		----	----	
23.	95.	ALL			5.9	5.8	8.8		33	35	16		6	4	6		39.7	----	23.0		37.3	----	23.1	
19.			62.	11.	----	----	3.5	3.5	4		7	2	1	4	14	7	----		18.7	----	----	----	21.8	----
24.	ALL	97.	8.		6.5	7.0	7.6	6.6	104	137	142	15	3	38.	55	11	----	35.8	30.4	21.9	----	32.2	27.0	21.1
10.																								
21.					6.1	5.7	5.7	4.9	34	13	22	7	3	3	4	1	----	----	----	----	----	----	----	----
19.		81.	8.		----	6.2	7.5	----	1	4	3	1	2	12	9	1	----	----	----	----	----	----	----	----

APPENDIX I

	N O T E S	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WISCONSIN(CONTD)																				
MOUNT SENARIO COLLEGE		IIB	5	5	5	5	22.7	18.7	16.9	14.6	17.9	5	5	5	5	27.5	22.5	19.4	17.3	21.2
NORTHLAND COLLEGE		IIB	5	5	5		21.8	18.8	17.3	----	19.9	5	5	5		25.1	21.4	19.7	----	22.9
RIPON COLLEGE		IIB	2	2	2	1	36.1	27.7	23.3	21.4	28.7	1	2	2	2	45.5	34.5	28.5	25.1	35.6
ST. NORBERT COLLEGE		IIB	1	1	2		36.8	30.8	23.8	----	28.2	1	1	1		48.3	39.8	30.0	----	36.4
UNIV WISCONSIN-MADISON		I	3	4	2		44.6	32.8	29.3	----	39.0	3	3	1		55.1	41.3	37.1	----	48.6
UNIV WISCONSIN-MILWAUKEE		I	4	4	3	2	43.1	31.9	27.7	23.2	34.2	3	4	2	2	53.6	40.2	35.1	29.7	43.0
UNIV WISCONSIN-EAU CLAIRE		IIA	4	4	3	1	36.7	29.2	25.5	24.3	30.7	3	3	2	1	46.1	37.1	32.6	31.1	38.8
UNIV WISCONSIN-GREEN BAY		IIA	3	4	4		36.9	29.6	24.4	----	29.9	3	3	3		46.4	37.5	31.2	----	37.8
UNIV WISCONSIN-LA CROSSE		IIA	4	2	1	1	36.4	31.7	27.8	25.1	30.9	3	2	1	1	45.7	40.1	35.3	32.1	39.1
UNIV WISCONSIN-OSHKOSH		IIA	3	3	2	2	37.2	31.3	27.4	23.2	31.4	3	2	1	1	46.7	39.6	34.9	29.8	39.7
UNIV WISCONSIN-PARKSIDE		IIA	2	3	3		39.3	30.1	25.4		30.5	2	3	2		49.1	38.2	32.3		38.6
UNIV WISCONSIN-PLATTEVILLE		IIA	4	3	2		35.3	30.8	27.1	----	30.6	4	2	1		44.4	39.0	34.5	----	38.7
UNIV WISCONSIN-RIVER FALLS		IIA	4	5	4	3	34.7	27.3	24.2	20.9	29.3	4	4	3	2	43.7	34.8	31.0	27.0	37.2
UNIV WISCONSIN-STEVENS POINT		IIA	4	4	4	2	35.6	28.9	24.9	21.5	30.1	3	4	3	2	44.8	36.6	31.9	27.7	38.1
UNIV WISCONSIN-STOUT		IIA	4	4	3	2	35.2	29.3	25.2	22.4	28.4	4	3	3	2	44.3	37.2	32.1	28.8	36.1
UNIV WISCONSIN-SUPERIOR		IIA	3	4	4		37.7	28.8	24.6	----	31.4	2	4	3		47.3	36.5	31.4	----	39.7
UNIV WISCONSIN-WHITEWATER		IIA	4	3	2	2	36.5	30.6	26.8	23.3	31.2	3	3	2	1	45.9	38.7	34.2	29.9	39.4
UNIV WISCONSIN-CENTERS		III	3	3	4	3	33.1	27.4	23.0	19.7	26.1	3	3	3	3	41.8	34.9	29.5	25.5	33.3
VITERBO COLLEGE		IIB		3	4	3	----	24.7	20.5	18.4	21.7		3	4	4	----	30.0	23.8	21.0	25.8
WYOMING																				
UNIVERSITY OF WYOMING		I	3	4	3	1	43.5	32.6	28.1	27.5	35.9	4	4	3	1	50.8	38.8	33.5	32.9	42.3
WESTERN WYOMING COMM.COLLEGE		III	1	1*	1*	1*	38.5	34.9	32.4	26.2	30.4	1	1*	1*	1*	48.2	43.9	41.0	33.6	38.6
PUERTO RICO																				
AMERICAN COLLEGE OF P.R.		III			5	5	----	----	14.3	7.2	8.2			5	5	----	----	15.9	8.0	9.1
CATHOLIC UNIV. PUERTO RICO		IIB	5	5	5	5	17.4	14.7	12.4	10.9	13.1	5	5	5	5	23.1	19.3	16.2	14.5	17.2
ARECIBO TECHNOLOGICAL U.COLL		III	5	5	5	5	26.7	21.9	18.4	15.3	19.1	5	5	5	5	31.8	26.1	22.1	18.3	22.8
PONCE TECHNOLOGICAL U.COLL.		III		5	5	5	----	17.3	15.0	12.8	15.2		5	5	5	----	21.1	18.4	15.6	18.6
UNIV.PUERTO RICO,RIO PIEDRAS		IIA	5	5	5	5	28.2	22.6	18.7	15.5	21.9	5	5	5	5	33.6	27.2	22.6	18.9	26.4
CAYEY UNIVERSITY COLLEGE		IIB	4	4	5	5	27.8	23.0	18.4	15.5	18.6	4	4	5	5	33.2	27.6	22.2	18.9	22.4
HUMACAO UNIVERSITY COLLEGE		IIB	4	4	5	5	28.7	23.1	18.9	15.7	19.2	4	4	5	5	34.0	28.0	22.6	18.9	23.1
UNIV. OF THE SACRED HEART		IIB	5	5	5	5	20.8	16.7	15.2	12.7	14.7	5	5	5	5	25.8	21.0	19.6	16.8	19.0
GUAM																				
UNIVERSITY OF GUAM		IIA	3	2	3	3	38.8	32.4	25.7	21.2	29.2	4	4	4	4	43.4	36.3	28.7	23.7	32.7

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY (CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	83.	67.	50.		5.0	----	----	----	5	5	6	4	1	1	2	4	----	----	----	----	----	----	----	----
15.	ALL	ALL	33.		0.1	0.0	----	----	15	6	4	1	4	2	2	1	----	----	----	----	----	----	----	----
24.	ALL	ALL	19.		6.7	7.9	11.6	----	20	15	10	4		2	6	2	----	----	23.8	----		----	22.4	----
29.	94.	97.	41.		6.9	7.2	9.3	----	16	32	29	1		5	8	2	----	----	24.1	----		----	22.8	----
24.	ALL	ALL	2.		13.5	16.1	14.4	----	811	142	192		80	59	91	2	45.0	33.6	30.4		40.0	30.8	27.2	----
26.	ALL	ALL	6.		10.5	12.1	12.0	13.6	226	229	95	5	20	61	84	4	43.4	32.0	29.4	----	40.3	31.2	25.7	----
27.	99.	92.	50.	14.	10.1	10.7	11.2	11.0	127	102	65	9	7	23	41	5	36.8	29.2	25.6	----	34.5	29.5	25.4	----
27.	ALL	ALL	8.		9.1	10.7	14.8	----	31	66	15	1	6	9	10	2	37.3	29.9	25.0	----	34.9	27.4	23.6	----
26.	97.	74.	44.	67.	10.3	11.1	11.3	8.4	99	86	63	8	18	9	15	16	36.8	31.8	28.0	24.7	33.9	31.6	26.8	25.3
26.	99.	89.	54.	39.	10.9	10.8	9.8	9.9	128	78	72	10	18	26	32	13	37.3	31.5	27.6	24.9	36.8	30.6	27.2	21.9
26.	95.	96.			10.8	10.5	8.9		36	61	22		1	13	13		----	30.3	25.5		----	29.5	25.2	
27.	96.	71.	51.		11.2	10.5	9.1	----	87	53	56		4	3	14	1	----	----	27.4		----	----	26.0	----
27.	99.	79.	29.		10.4	11.4	11.8	10.0	85	46	54	4	11	12	14	2	35.1	27.5	24.5	----	31.8	26.9	23.2	----
27.	99.	89.	39.	33.	11.7	11.0	10.1	9.3	120	116	46	11	17	15	16	7	35.5	28.9	25.3	22.3	35.9	28.2	23.7	20.2
27.	ALL	93.	61.	68.	10.9	11.5	11.1	10.2	86	55	46	18	16	15	20	7	35.3	29.7	25.2	22.6	34.7	27.7	25.2	21.7
26.	ALL	89.	20.		9.8	10.5	10.8	----	38	22	13	3	6	6	7	1	37.8	28.6	25.5	----	36.9	29.3	22.9	----
27.	99.	91.	49.	22.	10.2	11.5	10.7	9.3	137	55	68	13	26	14	26	5	36.6	30.9	27.0	----	35.9	29.4	26.4	----
27.	ALL	99.	55.	12.	12.2	12.3	12.9	12.1	38	134	95	10	5	17	29	7	----	27.5	23.3	19.8	----	26.8	21.8	19.6
19.		82.	50.	27.	----	3.8	3.0	4.2	4	12	10	2	1	5	22	9	----	----	20.6	----	----	----	20.4	----
18.	98.	90.	10.	33.	5.4	5.3	7.9	----	260	124	87	6	14	18	37		43.6	32.7	29.3	----	42.5	32.1	25.0	
27.					5.2	6.4	6.1	10.4	8	3	6	9		5	3	13	----	----	----	26.4		----	----	26.1
10.					----	----	4.5	4.5	2	3	8	85		2	3	62	----	----	----	6.0		----	----	8.9
31.	79.	ALL	59.	6.					20	37	23	13	9	36	63	21	18.3	15.4	12.3	10.6	15.3	14.0	12.4	11.2
19.	ALL	ALL	92.	7.	10.9	17.1	12.4	16.9	8	21	18	28	8	23	19	30	27.1	22.6	18.4	15.4	26.3	21.2	18.4	15.3
22.		ALL	93.	54.	----	10.0	10.5	10.3	1	11	16	14	1	18	26	14	----	17.9	15.6	12.9	----	16.9	14.7	12.7
20.	99.	93.	69.	8.	8.7	8.1	6.3	7.5	172	158	127	46	98	148	146	75	28.9	23.1	19.1	15.6	27.0	22.1	18.4	15.4
20.	ALL	75.	67.	10.	----	6.4	10.9	10.8	5	14	32	21	2	10	26	19	----	23.5	18.6	15.2	----	22.3	18.0	15.8
20.	ALL	96.	86.	24.	6.4	7.1	2.6	0.6	5	32	32	31	1	20	45	36	----	23.4	19.3	15.5	----	22.8	18.6	15.9
29.									4	8	14	14	2	13	25	35	----	17.2	15.5	12.7	----	16.4	15.1	12.7
12.	80.	63.	18.	6.					15	27	22	7	5	13	29	10	----	32.2	25.4	22.0	----	32.7	26.0	20.6

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
ALABAMA													
ALEXANDER CITY ST. JR. COLL.		IV	2	28.5	2	33.4	17.	84.	10.6	15	17	28.8	28.3
BREWER STATE JR COLLEGE		IV	2	27.6	3	32.5	17.	59.	12.6	10	7	27.6	27.7
CHATTAHOOCHEE VALLEY CC		IV	2	27.4	3	31.9	16.	56.		23	22	28.4	26.4
ENTERPRISE STATE JUNIOR COLL		IV	2	28.1	3	32.7	16.	89.		24	14	29.4	26.0
GADSDEN STATE JR COLLEGE	1	IV	1	32.2	2	37.7	17.	96.		55	48	32.2	32.2
GEO C WALLACE ST CC-DOTHAN		IV	2	28.3	2	33.1	17.	82.		53	45	29.0	27.4
GEO C WALLACE ST CC-SELMA		IV	2	27.5	3	31.4	14.	90.	11.2	18	13	28.0	26.7
JEFFERSON DAVIS ST. JR.COLL.		IV	2	27.3	3	32.0	18.	88.		13	13	28.8	25.7
JEFFERSON STATE JR.COLLEGE	19	IV	2	29.2	2	34.2	17.	95.	10.5	65	69	30.4	28.1
JOHN C CALHOUN ST COMM COLL		IV	2	28.4	2	33.1	17.	80.	10.8	73	65	29.6	27.0
LAWSON STATE COMM COLL		IV	2	28.2	2	33.6	19.	93.		15	30	28.4	28.0
LURLEEN B WALLACE ST JC		IV	3	26.1	3	30.4	16.	76.		16	9	26.2	25.9
MARION MILITARY INSTITUTE		IV	5	20.2	5	23.5	16.	56.		20	5	—	—
NORTHEAST ALABAMA ST.JR.COLL		IV	3	26.8	3	31.7	18.	90.		12	17	27.8	26.2
NORTHWEST ALA. ST. JR. COLL.		IV	3	26.5	3	31.1	17.	62.		16	13	28.7	23.6
PATRICK HENRY STATE JR.COLL.		IV	2	27.3	3	32.1	18.	67.	10.8	10	8	27.7	26.8
S.D.BISHOP STATE JUNIOR COLL		IV	3	26.4	3	30.7	16.	89.		25	20	23.3	30.4
SHELTON ST CMTY COLLEGE		IV	2	27.9	3	32.7	17.	84.		32	53	29.2	27.1
SNEAD STATE JR COLLEGE	1	IV	2	28.2	3	33.0	17.	85.		16	17	29.2	27.3
STHN UNION ST JR COLLEGE		IV	3	26.6	3	31.2	17.	82.		13	26	29.4	25.1
WALKER COLLEGE		IV	3	25.1	4	27.9	11.	94.		12	5	—	—
WALLACE ST.COMM.COLL,GEO.C.		IV	3	26.1	3	30.8	18.	67.		27	25	26.5	25.7
ALASKA													
UNIV ALASKA ANCHORGE COM COL		IV	1*	45.3	1*	55.5	23.		4.0	83	57	45.8	44.5
UNIV ALASKA CHUKCHI COMM COL		IV		—		—	—		—	4	1	—	—
UNIV ALASKA KENAI PEN COM C		IV	1*	42.9	1*	52.8	23.		4.0	21	6	42.2	45.0
UNIV ALASKA KODIAK COM C		IV		—		—	—		—	3	2	—	—
UNIV ALASKA KUSKOKWIM		IV	1*	54.5	1*	65.9	21.		4.0	8	4	—	—
UNIV ALASKA MATANUSKA CC		IV	1*	42.1	1*	52.0	24.		4.0	9	3	—	—
UNIV ALASKA KETCHIKAN CC		IV	1*	38.9	1*	48.3	24.		4.0	7	2	—	—
UNIV ALASKA PRINCE WM.SOUND		IV	1*	39.9	1*	49.6	24.		4.0	4	2	—	—
UNIV ALASKA ISLANDS COMM COL		IV	1*	39.9	1*	49.5	24.		4.0	6	3	—	—
UNIV ALASKA NW COMM COLL		IV	1*	55.4	1*	67.0	21.		—	5	2	—	—
UNIV ALASKA RURAL EDUCATION		IV		—		—	—		—	1	1	—	—
UNIV ALASKA TANANA VALLEY CC		IV	1*	45.3	1*	55.6	23.		4.0	13	7	40.7	53.8
ARIZONA													
ARIZONA WESTERN COLLEGE		IV	2	27.5	3	32.3	17.		7.5	49	26	28.5	25.7
CENTRAL ARIZONA COLLEGE		IV	2	28.3	3	32.9	16.			64	17	28.1	29.0
COCHISE COLLEGE		IV	3	26.3	3	31.3	19.		8.9	59	25	27.0	24.7
EASTERN ARIZONA COLLEGE	4	IV	2	28.5	2	34.5	21.	72.	21.2	54	14	28.9	27.1
GLENDALE CMTY COLLEGE		IV	1*	37.4	1*	44.4	19.	60.		111	60	38.3	35.7
MARICOPA TECH CC		IV	1	35.1	1	41.8	19.	61.		33	21	36.5	32.9
MESA COMMUNITY COLLEGE		IV	1*	36.9	1	43.6	18.	65.		113	64	38.5	34.1
PHOENIX COLLEGE		IV	1	36.5	1	43.5	19.	54.		82	73	37.1	35.8
RIO SALADO COLLEGE		IV		—		—	—			2	1	—	—
SCOTTSDALE CMTY COLLEGE		IV	1*	37.7	1*	44.9	19.	56.		55	43	38.1	37.3
SOUTH MOUNTAIN CMTY C		IV	1	31.2	2	37.5	20.	9.		10	13	32.6	30.1
MOHAVE COMMUNITY COLLEGE		IV	3	25.6	3	31.8	24.			26	13	25.8	25.3
NAVAJO COMMUNITY COLLEGE		IV	5	20.2	5	24.1	20.			33	27	21.3	18.8
NORTHLAND PIONEER COLLEGE		IV	3	25.2	3	30.0	19.			31	8	25.6	23.7
PIMA COMMUNITY COLLEGE		IV	2	28.3	2	33.7	19.		5.9	140	90	28.7	27.6
YAVAPAI COLLEGE		IV	2	28.9	2	34.6	20.		4.3	48	20	29.8	26.8
ARKANSAS													
EAST ARK CMTY COLLEGE		IV	4	22.5	3	29.4	31.			13	16	24.3	21.0
GARLAND COUNTY COMM.COLLEGE		IV	2	28.2	2	33.5	19.		9.8	18	19	34.7	22.0
MISS CO CMTY COLLEGE		IV	4	20.9	4	26.8	28.			12	23	22.6	20.1
NORTH ARKANSAS COMM COLLEGE		IV	4	21.1	4	25.6	21.			14	12	21.2	21.1
SOUTHERN ARK.UNIV-EL DORADO		IV	4	23.1	4	27.6	19.	43.	9.9	6	8	23.2	23.1
SOUTHERN ARK UNIV TECH		IV	4	22.8	3	28.0	23.		9.3	28	10	23.3	21.5
WESTARK COMMUNITY COLLEGE		IV	3	24.7	3	31.4	27.	87.		55	40	25.4	23.8
CALIFORNIA													
ALLAN HANCOCK COLLEGE		IV	1	33.1	1	40.2	22.	92.		74	19	33.6	31.1
ANTELOPE VALLEY COLLEGE	67	IV	1	31.0	2	37.2	20.			75		—	
BARSTOW COLLEGE	67	IV	1	34.5	1	41.0	19.			24		—	
BUTTE COLLEGE	67	IV	1	31.9	1	38.2	20.			94		—	
CABRILLO COLLEGE	67	IV	1	32.1	1	38.4	20.			136		—	
CERRITOS COLLEGE	67	IV	1*	37.5	1*	44.2	18.			197		—	
CHAFFEY COLLEGE	67	IV	1	33.8	1	40.3	19.			152		—	
CITRUS COLLEGE	67	IV	1	34.5	1	41.0	19.			86		—	
COAST COMM. COLL.DISTRICT	67	IV	1*	36.8	1	43.6	18.			464		—	
COACHELLA VALLCC/COLL DESERT	67	IV	1	33.9	1	40.3	19.			80		—	
COLLEGE OF MARIN	67	IV	1	34.2	1	40.6	19.			123		—	
COLLEGE OF THE REDWOODS	67	IV	1	33.5	1	39.9	19.			85		—	
COLLEGE OF THE SEQUOIAS	67	IV	1	36.1	1	42.8	18.			109		—	
SISKIYOU JOINT COM COLL DIST		IV	1	32.1	1	38.4	20.	87.	3.2	37	8	32.9	28.2
COMPTON CMTY COLLEGE	67	IV	1	30.7	2	36.9	20.			59		—	
CONTRA COST COMM.COLL.DIST.	67	IV	1*	38.0	1*	44.8	18.			342		—	
EL CAMINO COLLEGE	67	IV	1*	37.5	1*	44.2	18.			291		—	
FOOTHILL/DE ANZA CC DISTR.	67	IV	1*	37.4	1*	44.2	18.			286		—	

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT. INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
CALIFORNIA(CONTD)													
GAVILAN COLLEGE	67	IV	2	29.9	2	35.9	20.			54		—	
GLENDALE COMM.COLL.DISTRICT	67	IV	1	31.9	2	37.9	19.			117		—	
GROSSMONT COLLEGE	4	IV	1	31.9	1	38.1	20.			194		—	
HARTNELL COLLEGE	67	IV	1	33.6	1	40.0	19.			78		—	
IMPERIAL VALLEY COLLEGE	67	IV	2	30.4	2	36.5	20.			49		—	
LAKE TAHOE CMTY COLLEGE	67	IV	1	33.0	1	39.4	19.			13		—	
LASSEN COLLEGE	67	IV	2	29.9	2	36.0	20.			26		—	
LONG BEACH CITY COLLEGE	67	IV	1	35.1	1	41.7	19.			227		—	
LOS ANGELES COMM.COLL.DIST.	67	IV	1	35.6	1	42.2	19.			1488		—	
LOS RIOS COMM.COLL.DIST.	67	IV	1	32.4	1	38.7	19.			526		—	
MENDOCINO-LAKE CC DIST.	67	IV	2	29.8	2	35.8	20.			27		—	
MERCED COLLEGE	67	IV	1	32.7	1	39.1	19.			69		—	
MIRA COSTA COLLEGE	67	IV	1	34.9	1	41.4	19.			60		—	
MONTEREY PENINSULA COM COLL	67	IV	1	31.5	2	37.8	20.			83		—	
MOUNT SAN ANTONIO COLLEGE	67	IV	1	35.7	1	42.4	19.			215		—	
MOUNT SAN JACINTO COLLEGE	67	IV	1	32.5	1	38.8	19.			33		—	
NAPA VALLEY COLLEGE	67	IV	2	30.4	2	36.6	20.			78		—	
NORTH ORANGE COUNTY CC DIST.	67	IV	1	35.9	1	42.6	18.			405		—	
PALO VERDE COLLEGE	27	IV	2	30.6	2	36.8	20.			9		—	
PALOMAR COLLEGE	67	IV	1	34.7	1	41.3	19.			170		—	
PASADENA AREA CC DIST.	67	IV	1	34.8	1	41.4	19.			284		—	
PERALTA COMMUNITY COLLEGES	67	IV	2	30.4	2	36.6	20.			333		—	
RIO HONDO COLLEGE	67	IV	1*	37.8	1*	44.6	18.			146		—	
RIVERSIDE CITY COLLEGE	6	IV	1	35.1	1	41.6	19.			136		—	
SADDLEBACK COMM.COLL.DIST.	67	IV	1*	38.0	1*	44.8	18.			178		—	
SAN BERNARDINO COMM.COL.DIST	67	IV	1	33.4	1	39.8	19.			170		—	
SAN DIEGO COMM.COLL.DISTR.	67	IV	2	29.8	2	35.9	20.			360		—	
SAN FRANCISCO, CITY COLL. OF		IV	1*	37.3	1	43.7	17.	92.		283	169	40.9	31.2
SAN JOAQUIN DELTA COLLEGE	67	IV	1	36.6	1	43.3	18.			199		—	
SAN JOSE CC DISTRICT	67	IV	1	35.4	1	42.0	19.			201		—	
SANTA BARBARA CTY COLLEGE		IV	1	36.5	1*	44.3	21.	98.	24.0	88	38	37.3	34.6
SANTA MONICA COLLEGE	67	IV	1*	37.1	1	43.2	17.			167		—	
SHASTA COLLEGE	67	IV	1	33.1	1	39.5	19.			101		—	
SIERRA COLLEGE		IV	1	32.3	1	40.9	26.	92.	2.6	92	36	32.7	31.4
SAN MATEO COMM.COLL.DIST.	27	IV	1	35.7	1	42.3	19.			280		—	
SOLANO COMMUNITY COLLEGE		IV	1	35.9	1	42.4	18.	95.	5.7	78	34	36.4	34.7
STATE CENTER COMM.COLL.DIST.	67	IV	1	33.9	1	40.4	19.			236		—	
TAFT COLLEGE	4	IV	1*	38.1	1*	45.4	19.	92.	3.0	22	4	—	—
VENTURA COUNTY CC DISTRICT	67	IV	1	33.1	1	39.5	19.			264		—	
VICTOR VALLEY COMM.COLL.DIST		IV	1	33.2	1	38.7	17.	84.	9.9	42	28	32.9	33.6
WEST HILLS COMM COLL DIST	67	IV	1	33.1	1	39.5	19.			34		—	
WEST VALLEY JOINT CC DIST.	67	IV	1	33.8	1	40.2	19.			209		—	
YUBA COLLEGE	67	IV	1	33.3	1	39.7	19.			109		—	
COLORADO													
AIMS COMMUNITY COLLEGE		IV	3	24.7	3	29.6	20.	81.		65	42	25.2	23.8
ARAPAHOE COMMUNITY COLLEGE		IV	3	25.1	3	29.3	17.		4.2	42	27	25.9	23.9
COLORADO NORTHWESTERN CC	3	IV	2	28.7	2	34.1	19.			24	7	28.6	29.1
COMMUNITY COLL.OF DENVER		IV	3	25.3	3	30.2	20.		5.8	34	31	25.9	24.5
FRONT RANGE COMMUNITY COLL.		IV	3	25.5	3	31.9	25.			61	38	26.2	24.4
RED ROCKS COMMUNITY COLLEGE		IV	3	24.7	3	29.5	19.			61	21	25.2	23.2
LAMAR COMMUNITY COLLEGE		IV	5	19.7	5	23.3	18.			17	8	20.3	18.4
MORGAN COMMUNITY COLLEGE		IV	4	22.0	4	26.4	20.			9	6	22.8	20.8
NORTHEASTERN JUNIOR COLLEGE	3	IV	3	25.7	3	30.4	19.	60.	5.2	50	13	25.7	25.7
OTERO JUNIOR COLLEGE		IV	3	24.2	3	28.4	17.		3.7	15	7	24.9	22.7
PIKES PEAK CMTY COLLEGE		IV	3	24.9	3	29.2	17.			78	42	25.4	23.9
PUEBLO COMMUNITY COLLEGE		IV	4	20.9	4	24.7	18.			41	39	21.6	20.2
TRINIDAD STATE JUNIOR COLL.	1	IV	4	21.3	4	24.9	17.			35	14	21.5	21.0
DELAWARE													
DEL TECH&COMM COLL-STHRN	4	IV	2	29.0	2	37.8	30.		7.5	34	27	30.2	27.5
DEL TECH CC STAN-WILMGTN	4	IV	2	27.5	2	35.9	31.		7.5	48	51	28.4	26.7
DEL TECH & CC TERRY CAM	4	IV	3	26.4	2	34.2	29.		7.5	23	14	25.6	27.8
FLORIDA													
BROWARD COMMUNITY COLLEGE		IV	2	28.0	2	35.1	25.	66.	6.9	173	130	28.4	27.4
LAKE-SUMTER COMMUNITY COLL.		IV	3	23.9	3	29.5	23.	63.	17.6	22	16	24.9	22.6
TALLAHASSEE COMMUNITY COLL.	1	IV	2	27.5	2	34.7	26.	81.	8.5	41	42	27.5	27.6
GEORGIA													
DEKALB COMMUNITY COLLEGE	2	IV	2	28.5	2	35.5	25.	93.		130	133	28.9	28.1
HAWAII													
HONOLULU CMTY COLL-U. HAWAII	9	IV	2	27.2	2	36.4	34.	72.	8.8	75	36	28.2	25.1
KAPIOLANI CMTY COLL-U HAWAII	9	IV	2	29.0	1	38.7	33.	74.	7.5	54	45	28.9	29.2
KAUAI CMTY COLL.-U. HAWAII	9	IV	3	26.3	2	35.2	34.	59.	8.9	27	17	27.3	24.6
LEEWARD CMTY COLL.-U. HAWAII	9	IV	2	28.9	1	38.5	34.	83.	7.6	79	43	29.4	27.9
MAUI CMTY COLLEGE-U. HAWAII	9	IV	2	27.5	2	36.7	34.	59.	8.0	34	20	28.5	25.8
WINDWARD CMTY COLL-U. HAWAII	9	IV	3	26.8	2	35.9	34.	69.	8.1	18	14	25.6	28.5
IDAHO													
NORTH IDAHO COLLEGE		IV	3	26.7	3	32.6	22.	70.	4.4	52	27	27.3	25.5
ILLINOIS													
BELLEVILLE AREA COLLEGE		IV	1	31.4	2	36.4	16.	88.		81	32	32.4	28.7
CARL SANDBURG COLLEGE		IV	3	23.9	4	27.1	13.	80.		29	27	24.4	23.4

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
ILLINOIS(CONTD)													
COLLEGE OF LAKE COUNTY		IV	1	33.2	1	38.1	15.	93.		107	63	33.8	32.3
DANVILLE AREA COMM COLL		IV	3	25.7	3	29.2	14.	91.		34	23	26.6	24.3
ELGIN COMMUNITY COLLEGE		IV	2	29.3	2	33.9	16.	81.		51	33	30.0	28.2
HIGHLAND COMMUNITY COLLEGE		IV	3	26.8	3	32.4	21.	30.		31	9	27.1	25.7
ILL.EASTERN COMM.COLLEGES	35	IV	4	22.2	4	25.0	12.	82.	7.2	70	36	23.0	20.6
ILLINOIS VALLEY CMTY COLLEGE		IV	3	26.8	3	30.4	13.	78.		60	21	28.3	22.6
JOHN A LOGAN COLLEGE		IV	2	29.5	2	33.9	15.	90.		33	19	30.7	27.3
JOHN WOOD COMMUNITY COLLEGE		IV	5	19.6	5	22.6	15.	52.		8	13	22.0	18.1
JOLIET JUNIOR COLLEGE		IV	1	32.3	1	38.3	19.	86.	6.0	103	44	33.1	30.2
KANKAKEE COMMUNITY COLLEGE		IV	4	22.3	4	26.0	17.	81.		31	17	22.8	21.4
KASKASKIA COLLEGE		IV	3	24.0	4	27.8	16.	79.	9.4	44	17	24.8	21.9
LAKE LAND COMMUNITY COLLEGE		IV	3	24.6	3	29.7	21.	94.	6.0	67	27	24.9	23.7
LINCOLN COLLEGE		IV	5	18.7	5	23.5	26.	28.	3.6	37	13	18.8	18.3
MCHENRY COUNTY COLLEGE		IV	2	27.7	2	34.1	23.	88.	6.2	36	12	28.4	25.4
MIDSTATE COLLEGE		IV	5	15.3	5	17.8	17.			2	10	—	—
MORRISON INST OF TECHN		IV	4	21.9	5	24.5	12.			7	2	—	—
MORTON COLLEGE		IV	1	31.2	2	36.1	16.	85.		34	25	31.9	30.2
PARKLAND COLLEGE		IV	2	30.3	2	34.8	15.	90.		92	67	31.7	28.5
PRAIRIE STATE COLLEGE		IV	2	29.9	2	34.6	16.	85.		56	45	31.4	28.0
REND LAKE COLLEGE		IV	2	27.1	3	30.3	12.	91.		39	16	27.6	25.7
SOUTHEASTERN ILLINOIS COLL		IV	4	23.3	4	26.7	14.	49.	6.8	53	18	23.6	22.7
SPOON RIVER COLLEGE		IV	3	26.8	3	31.8	19.	88.		22	12	27.6	25.2
SPRINGFIELD COLL.IN ILLINOIS		IV	5	16.7	5	19.6	17.	73.	7.0	5	10	—	—
STATE COMMUNITY COLLEGE		IV	4	23.3	4	26.2	12.	91.	7.8	17	28	25.4	22.1
THORNTON COMMUNITY COLLEGE		IV	1	33.6	1	39.8	19.	83.	9.1	63	54	35.6	31.2
WAUBONSEE CMTY COLLEGE		IV	2	28.9	2	33.8	17.	86.		32	26	29.3	28.4
INDIANA													
INDIANA VOCATIONAL TECH COLL	40	IV	5	18.7	5	23.1	23.		3.0	277	234	18.8	18.5
IOWA													
DES MOINES AREA COMM COLL		IV	4	23.1	3	28.2	22.		5.0	125	80	23.6	22.2
EASTERN IOWA COMM.COLL.DIST.	42	IV	5	20.0	5	24.2	21.			85	59	20.8	18.9
ELLSWORTH COMMUNITY COLLEGE		IV	4	22.4	4	27.4	22.			39	8	22.7	20.9
HAWKEYE INST TECHNOLOGY		IV	4	20.5	4	24.8	21.			71	43	21.7	18.7
INDIAN HILLS COMMUNITY COLL.		IV	5	20.1	5	23.7	18.		8.1	79	44	21.0	18.4
IOWA LAKES COMMUNITY COLLS.	43	IV	4	21.7	4	25.7	19.			50	17	22.8	18.4
MARSHALLTWN CMTY COLLEGE		IV	4	21.3	4	26.1	22.			26	10	22.3	18.9
MOUNT SAINT CLARE COLLEGE		IV	4	21.0	5	24.2	15.			8	5	—	—
NORTH IOWA AREA CMTY COLLEGE		IV	3	25.7	3	30.6	19.			58	21	26.7	23.0
NORTHEAST IOWA TECH INST.		IV	5	19.7	5	24.3	24.	97.		32	36	21.3	18.2
NORTHWEST IOWA TECH. COLLEGE		IV	5	20.2	4	24.8	23.			27	6	20.7	18.1
SOUTHEASTERN CMTY COLLEGE	13	IV	4	22.7	4	27.8	23.			54	19	23.0	21.7
WESTERN IOWA TECH COMM COLL		IV	4	21.1	4	25.1	19.		4.7	46	15	21.2	20.8
KANSAS													
ALLEN COUNTY COMMUNITY COLL.	PNA	IV											
BARTON COUNTY COMMUNITY COLL		IV	4	23.0	4	27.5	20.	71.		30	32	25.0	21.1
BUTLER COUNTY COMMUNITY COLL		IV	3	24.3	3	30.0	24.	93.	7.8	44	36	27.0	21.0
CENTRAL COLLEGE		IV	5	15.2	5	19.6	29.		0.0	15	5	—	—
CLOUD COUNTY COMM COLL		IV	4	22.7	4	25.8	14.	89.		27	17	23.3	21.8
COFFEYVILLE COMMUNITY COLL.		IV	4	22.5	4	26.7	19.	ALL		17	5	—	—
COLBY COMMUNITY COLLEGE		IV	4	22.1	4	25.4	15.	58.	7.4	23	17	23.5	20.2
COWLEY COUNTY COMMUNITY COLL		IV	3	25.4	3	30.3	20.		8.0	26	8	25.8	24.0
DONNELLY COLLEGE		IV	5	16.0	5	18.1	13.			7	8	16.8	15.2
FORT SCOTT COMMUNITY COLLEGE		IV	5	19.2	5	23.5	22.	51.		24	13	19.8	18.1
GARDEN CITY COMMUNITY COLL.		IV	3	24.5	3	29.8	22.	79.		36	26	25.5	23.0
HASKELL INDIAN JUNIOR COLL.		IV	3	25.5	3	28.6	12.	83.	5.1	35	23	25.8	25.0
HESSTON COLLEGE		IV	5	17.3	5	20.9	21.		5.6	25	11	17.7	16.6
HIGHLAND COMMUNITY COLLEGE		IV	4	22.3	4	26.0	16.		16.3	10	7	23.4	20.9
HUTCHINSON COMMUNITY COLLEGE	3	IV	3	26.3	3	30.5	16.	84.	7.2	63	27	27.0	24.6
INDEPENDENCE COMMUNITY COLL.		IV	3	23.4	4	26.8	15.			17	13	24.9	21.4
JOHNSON COUNTY COMM.COLL.		IV	2	30.5	2	35.7	17.			103	75	31.6	28.9
KANSAS CITY KANS. COMM. COLL		IV	2	28.2	2	33.1	17.		26.4	50	53	29.6	26.8
LABETTE COMMUNITY COLL		IV	3	23.9	4	26.6	11.	81.		12	20	25.7	22.8
NEOSHO COUNTY COMMUNITY COLL		IV	3	24.6	3	29.8	21.		7.5	20	13	25.7	23.0
SEWARD COUNTY COMMUNITY COLL	4	IV	3	24.2	4	27.3	13.		11.2	24	13	24.7	23.2
KENTUCKY													
DRAUGHON'S COLLEGE		IV	5	11.7	5	14.0	20.			3	7	—	—
LINDSEY WILSON COLLEGE		IV	5	19.0	5	21.4	12.	11.		9	9	19.9	18.1
MIDWAY COLLEGE		IV	5	17.8	5	20.7	16.			6	23	17.6	17.9
SAINT CATHARINE COLLEGE		IV	5	12.6	5	14.5	15.	8.		4	8	—	—
WATTERSON COLLEGE	46	IV	5	13.8	5	15.3	11.			24	45	14.4	13.5
LOUISIANA													
SAINT BERNARD PARISH COM.COL		IV	3	23.9	4	27.0	13.	78.		5	4	—	—
MAINE													
ANDOVER COLLEGE		IV	5	16.2	5	18.7	15.		6.5	5	4	—	—
CENTRAL ME VOC-TECH INST		IV	4	23.3	3	29.2	25.	71.		34	7	22.5	27.2
EASTERN ME VOC-TECH INST		IV	4	22.2	3	28.2	27.			37	16	22.7	21.1
NORTHERN MAINE VOC TECH INST		IV	4	22.3	3	28.6	28.			33	17	22.5	22.0
WESTBROOK COLLEGE		IV	5	19.1	5	22.7	19.			20	34	22.0	17.3
MICHIGAN													
ALPENA COMMUNITY COLLEGE		IV	1	31.5	1	40.4	28.		5.8	34	8	32.1	28.7

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
MICHIGAN(CONTD)													
BAKER JUNIOR COLLEGE BUS		IV	3	23.6	3	30.5	30.			15	19	22.4	24.5
BAY DE NOC CMTY COLLEGE		IV	2	27.1	2	35.5	31.	86.		30	12	27.5	25.9
MOTT COMMUNITY COLLEGE		IV	1	34.1	1*	44.3	30.		3.4	135	71	34.4	33.5
CRANBROOK ACADEMY OF ART		IV	3	23.5	3	29.5	25.			7		—	
DAVENPORT COLLEGE OF BUS		IV	3	23.4	3	30.6	31.	91.		26	30	25.1	22.0
GLEN OAKS CMTY COLLEGE		IV	3	26.2	2	33.3	27.	93.		19	9	28.2	21.8
GOGEBIC COMMUNITY COLLEGE		IV	3	26.1	3	32.2	23.			29	11	27.7	22.1
GRAND RAPIDS JR COLLEGE		IV	1	31.0	1	38.4	24.	89.	5.6	154	66	30.9	31.2
HIGHLAND PARK COMMUNITY COLL		IV	3	26.6	2	34.9	31.			28	27	27.9	25.2
JACKSON COMMUNITY COLLEGE		IV	2	30.0	1	38.1	27.	84.		86	32	30.9	27.7
KALAMAZOO VALLEY COMM.COLL.		IV	1	31.2	1	39.2	26.	88.		60	28	32.0	29.4
LAKE MICHIGAN COLLEGE		IV	3	25.9	2	33.1	28.			32	22	28.0	22.7
MACOMB COMMUNITY COLLEGE		IV	1	35.1	1*	45.0	28.	97.	6.1	227	88	35.1	35.0
MID MICHIGAN CMTY COLLEGE		IV	3	24.3	3	31.5	30.	85.		27	13	25.9	20.8
MONTCALM COMMUNITY COLLEGE		IV	2	28.0	2	35.7	28.	ALL	6.1	17	7	28.7	26.3
MUSKEGON BUSINESS COLLEGE		IV	4	23.1	3	28.8	25.			12	14	25.1	21.4
MUSKEGON CMTY COLLEGE		IV	1	31.1	1	39.0	25.	91.		68	28	31.4	30.2
NORTH CENTRAL MICHIGAN COLL.		IV	2	30.0	1	39.0	30.	ALL		22	8	30.2	29.6
OAKLAND COMMUNITY COLLEGE		IV	1*	37.4	1*	49.3	32.	96.		180	79	38.1	35.7
SAINT CLAIR COUNTY COMM COLL		IV	1	31.9	1	39.5	24.			63	35	32.8	30.3
SCHOOLCRAFT COLLEGE	3	IV	1	32.6	1	42.5	30.			90	38	32.7	32.3
SOUTHWESTERN MICH COLLEGE		IV	3	25.0	3	32.2	29.			30	12	26.1	22.2
SUOMI COLLEGE		IV	4	22.3	3	28.6	28.	21.		12	21	24.6	21.0
WAYNE COUNTY CMTY COLLEGE		IV	1	35.4	1*	47.7	35.		3.1	82	86	36.7	34.1
WEST SHORE CMTY COLLEGE		IV	3	25.4	3	32.0	26.	85.		16	10	26.0	24.6
MINNESOTA													
ANOKA RAMSEY COMMUNITY COLL.	26	IV	2	27.7	2	35.9	30.			35	27	29.6	25.1
AUSTIN COMMUNITY COLLEGE	26	IV	1	30.8	1	39.5	28.			23	7	32.5	25.1
BETHANY LUTHERAN COLLEGE		IV	3	24.5	2	33.3	36.	93.		11	3	—	—
BRAINERD COMMUNITY COLLEGE	26	IV	2	29.2	2	37.7	29.			18	4	—	—
FERGUS FALLS COMMUNITY COLL.	26	IV	2	30.1	1	38.7	29.			15	7	31.5	27.1
ARROWHEAD COMM.COLL.REGION	53	IV	2	27.2	2	35.4	30.			83	35	29.0	23.0
INVER HILLS COMMUNITY COLL.	26	IV	2	28.0	2	36.3	29.			37	16	28.5	27.0
LAKEWOOD COMMUNITY COLLEGE	26	IV	2	29.9	1	38.4	29.			46	23	30.8	28.0
MINNEAPOLIS CMTY COLLEGE	26	IV	2	28.3	2	36.7	29.			30	34	29.8	27.1
NORMANDALE COMMUNITY COLLEGE	26	IV	2	28.5	2	36.8	29.			69	42	29.8	26.2
NORTH HENNEPIN COMMUNITY COL	26	IV	2	28.7	2	37.1	29.			43	35	29.5	27.8
NORTHLAND COMMUNITY COLLEGE	26	IV	2	29.7	1	38.2	29.			13	4	—	—
ROCHESTER COMMUNITY COLLEGE	26	IV	2	27.7	2	35.9	30.			51	38	30.7	23.7
WILLMAR COMMUNITY COLLEGE	26	IV	2	29.8	1	38.4	29.			24	3	—	—
WORTHINGTON COMMUNITY COLL.	26	IV	2	27.3	2	35.5	30.			16	6	29.1	22.7
MISSISSIPPI													
COPIAH-LINCOLN JR COLLEGE		IV	5	19.4	5	21.4	10.			42	36	20.1	18.6
EAST CENTRAL JUNIOR COLLEGE		IV	5	20.0	5	23.7	18.			25	15	20.3	19.6
EAST MISS JUNIOR COLLEGE		IV	5	16.5	5	19.9	20.			40	16	16.5	16.7
HINDS JUNIOR COLLEGE		IV	4	21.2	4	25.5	20.			136	170	21.0	21.4
HOLMES JUNIOR COLLEGE		IV	5	19.3	5	23.1	20.	ALL		34	38	19.0	19.6
ITAWAMBA JUNIOR COLLEGE		IV	4	21.1	4	25.5	21.			61	58	21.6	20.7
JONES CO JUNIOR COLLEGE		IV	3	24.2	3	29.1	20.			56	58	24.8	23.6
MERIDIAN JUNIOR COLLEGE		IV	4	20.7	5	24.6	19.			60	83	21.1	20.4
MISS DELTA JUNIOR COLLEGE		IV	4	21.5	4	25.4	18.			41	52	21.4	21.5
MISS. GULF COAST JUNIOR COLL		IV	3	24.8	3	29.7	20.		12.9	146	133	25.1	24.5
NORTHEAST MISS JR COLLEGE		IV	4	22.1	4	26.4	19.			48	63	21.8	22.3
NORTHWEST MISS JR COLLEGE		IV	5	19.4	5	23.8	23.	27.		74	104	19.2	19.6
PEARL RIVER JUNIOR COLLEGE		IV	5	20.4	4	24.9	22.		12.0	54	52	20.4	20.4
SOUTHWEST MISS JR COLLEGE		IV	5	18.2	5	21.5	18.			21	25	17.9	18.5
UTICA JUNIOR COLLEGE		IV	4	21.5	4	25.8	20.			32	22	21.5	21.4
WOOD JUNIOR COLLEGE		IV	5	14.3	5	16.4	14.			1	12	—	—
MISSOURI													
CROWDER COLLEGE		IV	5	19.1	5	22.0	15.			16	7	19.1	19.1
EAST CENTRAL COLLEGE		IV	4	22.7	4	26.7	17.			40	18	23.9	20.2
JEFFERSON COLLEGE		IV	4	23.1	4	26.5	15.	59.		66	30	23.6	22.0
KEMPER MILITARY SCHOOL &COLL		IV		—		—	—			1		—	
LONGVIEW CMTY COLLEGE		IV	2	29.4	2	34.0	16.	86.		46	18	30.3	26.9
MAPLE WOODS CMTY COLLEGE		IV	2	29.3	2	34.0	16.	87.		31	8	30.3	25.6
PENN VALLEY CMTY COLLEGE		IV	2	29.4	2	34.0	16.	87.		46	39	32.0	26.2
PIONEER COMMUNITY COLLEGE		IV	5	19.4	5	23.1	19.	60.		4	6	—	—
MINERAL AREA COLLEGE		IV	4	23.1	4	26.7	15.			29	23	24.4	21.4
MOBERLY JUNIOR COLLEGE		IV	5	19.6	5	22.4	14.	48.	8.8	10	17	21.2	18.7
ST. MARY'S COLL. OF O'FALLON		IV	5	17.0	5	19.2	13.			2	21	—	—
STATE FAIR COMMUNITY COLLEGE		IV	5	18.3	5	21.1	15.			31	17	18.8	17.4
THREE RIVERS CMTY COLLEGE	5	IV	5	20.4	5	23.5	15.	54.		30	29	21.9	18.8
TRENTON JUNIOR COLLEGE		IV	5	20.1	5	22.8	14.	34.		11	13	21.7	18.8
MONTANA													
DAWSON COMMUNITY COLLEGE		IV	3	26.5	3	31.6	19.	74.		14	5	—	—
MILES COMMUNITY COLLEGE		IV	3	24.8	3	30.6	24.		0.0	11	10	26.2	23.1
NEBRASKA													
CENTRAL COMMUNITY COLLEGE		IV	4	21.6	4	27.1	25.			79	44	22.5	20.0
MCCOOK COMMUNITY COLLEGE		IV	4	22.2	4	27.2	23.	91.	8.9	18	4	—	—

APPENDIX II	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	
NAME OF INSTITUTION		INST CATEGORY	RATING OF AVG SAL	AVERAGE SALARY (THOUS.)	RATING OF AVG COMP	AVERAGE COMP. (THOUS.)	BEN AS% SAL	PCT TEN	PCT. INCR. CONT. FAC	NUMBER OF FULLTIME FAC MEN	WOMEN	AVERAGE SALARY BY SEX MEN	WOMEN
NEBRASKA(CONTD)													
METROPOLITAN TECH COMM. COLL.	17	IV	4	21.2	4	26.0	23.		6.8	60	56	21.8	20.6
MID PLAINS NEBR. TECH. CC AREA		IV	3	24.8	3	30.4	23.	97.		51	22	24.8	24.7
NORTHEAST TECH COMM. COLLEGE		IV	4	21.2	4	26.6	26.		4.5	62	13	21.5	19.4
SOUTHEAST COMMUNITY COLLEGE		IV	5	20.0	5	24.5	23.		4.6	145	73	20.6	18.9
WESTERN TECH COMM COLL AREA		IV	4	21.5	4	26.8	25.	84.		54	16	22.4	18.2
NEVADA													
CLARK CO CMTY COLLEGE	4	IV	2	28.4	3	32.2	14.	68.		54	34	28.5	28.1
NORTHERN NEVADA COMM. COLLEGE	4	IV	3	25.2	3	29.0	15.	53.		9	6	25.1	25.3
TRUCKEE MEADOWS COMM. COLLEGE		IV	2	27.7	3	32.5	18.	53.	15.7	27	31	28.8	26.7
WESTERN NEVADA COMM. COLLEGE	4	IV	3	26.6	3	31.0	16.	66.		25	13	27.0	26.0
NEW HAMPSHIRE													
HESSER COLLEGE		IV	5	18.6	5	20.8	12.			9	12	21.4	16.6
NEW JERSEY													
BERKELEY SCHOOL, THE		IV	5	17.8	5	20.4	14.			1	15	—	—
NEW YORK													
JUNIOR COLLEGE OF ALBANY		IV	4	20.8	4	26.1	25.	50.		18	30	23.3	19.4
NORTH CAROLINA													
ANSON TECHNICAL COLLEGE		IV	5	16.4	5	20.0	22.			14	7	17.0	15.2
ASHEVILLE-BUNCOMBE TECH. COLL		IV	4	22.3	4	27.4	23.			46	38	23.8	20.6
BEAUFORT CO CMTY COLLEGE		IV	5	20.3	4	25.0	23.			21	16	21.1	19.3
BLADEN TECHNICAL COLLEGE		IV	5	16.1	5	20.0	24.			12	12	16.0	16.1
BLUE RIDGE TECHNICAL COLLEGE		IV	4	22.1	4	26.9	22.		9.4	23	12	22.8	20.7
BRUNSWICK TECH C		IV	5	19.8	5	24.2	22.			7	9	18.8	20.6
CALDWELL CC AND TECH INST.	1	IV	5	19.9	4	24.9	25.			31	28	21.2	18.5
CAPE FEAR TECHNICAL INST		IV	4	22.3	4	27.4	23.			53	21	23.2	19.9
CARTERET TECHNICAL COLLEGE	1	IV	5	19.7	5	24.0	22.		12.7	14	16	19.9	19.5
CATAWBA VALLEY TECH COLLEGE		IV	4	22.9	3	28.0	23.			43	24	23.6	21.6
CENTRAL PIEDMONT COMM COLL		IV	3	24.2	3	29.8	23.			118	114	25.4	23.0
CHOWAN COLLEGE		IV	4	21.1	4	25.5	21.	80.		38	17	21.4	20.4
CLEVELAND TECH COLLEGE		IV	5	20.1	4	24.8	23.			33	17	19.8	20.6
COLLEGE OF THE ALBEMARLE		IV	2	27.1	2	33.1	22.			29	21	25.3	29.6
CRAVEN COMMUNITY COLLEGE		IV	4	21.5	4	26.4	23.			24	14	22.1	20.6
DAVIDSON COUNTY COMM. COLL.		IV	3	25.2	3	30.9	22.			44	23	25.5	24.8
DURHAM TECHNICAL INST		IV	4	21.8	4	27.2	25.			43	31	22.2	21.1
FAYETTEVILLE TECHNICAL INST.		IV	3	24.0	3	29.1	21.		10.6	100	70	24.9	22.6
FORSYTH TECHNICAL COLLEGE		IV	2	27.6	2	33.6	22.			52	51	28.2	27.0
GUILFORD TECH. COMM. COLLEGE		IV	4	22.4	4	27.1	21.		9.9	67	69	23.3	21.5
HALIFAX COMMUNITY COLLEGE		IV	5	19.7	5	24.2	23.			19	28	19.7	19.6
HAYWOOD TECHNICAL COLLEGE		IV	4	20.8	4	25.5	22.		9.7	35	20	20.7	21.1
ISOTHERMAL COMMUNITY COLLEGE		IV	4	21.0	4	25.9	23.			27	22	22.2	19.6
JAMES SPRUNT TECH COLLEGE		IV	5	19.5	5	23.6	21.			21	18	19.3	19.6
JOHNSTON TECHNICAL COLLEGE		IV	5	19.3	5	23.7	23.			60	29	19.6	18.6
LEES-MCRAE COLLEGE, INC.		IV	5	18.9	5	22.3	18.	22.		23	14	19.5	18.0
MCDOWELL TECHNICAL COLLEGE		IV	5	19.0	5	23.3	22.		10.3	16	9	18.9	19.1
MARTIN COMMUNITY COLLEGE		IV	4	21.9	4	26.9	23.			13	7	21.6	22.5
MAYLAND TECHNICAL COLLEGE		IV	5	19.7	5	24.3	23.			15	7	19.5	20.1
MITCHELL CMTY COLLEGE		IV	5	20.1	4	24.8	24.			23	21	20.5	19.6
MONTGOMERY TECHNICAL COLLEGE		IV	5	17.2	5	21.2	24.			17	6	17.0	17.6
MONTREAT-ANDERSON COLLEGE		IV	5	20.4	5	24.2	19.	53.	6.7	11	6	20.1	20.9
NASH TECHNICAL INSTITUTE		IV	4	21.3	4	26.1	23.			21	15	22.4	19.7
PAMLICO TECHNICAL COLLEGE		IV	5	17.5	5	21.9	25.			3	4	—	—
PIEDMONT TECHNICAL C		IV	5	18.5	5	22.8	23.			17	16	19.1	17.9
PITT COMMUNITY COLLEGE		IV	4	22.0	4	27.0	23.			38	43	22.8	21.3
RANDOLPH TECHNICAL COLLEGE		IV	5	19.1	5	23.6	23.			28	16	19.8	17.9
RICHMOND TECHNICAL COLLEGE		IV	4	22.7	4	27.8	23.			17	17	23.5	21.8
ROANOKE-CHOWAN TECH. COLLEGE	4	IV	4	20.6	4	25.4	23.			11	16	18.9	21.8
ROBESON TECHNICAL COLLEGE		IV	4	21.8	4	26.5	22.		8.8	20	18	21.5	22.1
ROCKINGHAM COMM. COLLEGE	1	IV	4	22.3	4	27.4	23.			26	20	22.1	22.6
ROWAN TECHNICAL COLLEGE		IV	3	23.7	3	29.2	24.			28	21	23.9	23.4
SAMPSON TECHNICAL COLLEGE		IV	5	18.0	5	22.2	23.			18	27	19.3	17.2
SANDHILLS COMMUNITY COLLEGE		IV	3	23.8	3	29.1	23.			56	42	25.3	21.7
SOUTHEASTERN COMMUNITY COLL.		IV	5	18.8	5	23.1	23.			31	28	19.7	17.9
SOUTHWESTERN TECHNICAL COLL.		IV	5	16.4	5	20.1	22.			23	26	15.4	17.3
STANLY TECHNICAL COLLEGE		IV	5	19.6	5	24.2	23.			15	18	20.6	18.8
SURRY COMMUNITY COLLEGE		IV	4	21.6	4	26.8	24.	72.		42	18	22.3	20.1
TECHNICAL COLL OF ALAMANCE		IV	4	22.4	4	27.5	23.			34	28	23.8	20.6
TRI-COUNTY COMMUNITY COLLEGE		IV	5	18.1	5	22.3	24.			18	5	—	—
VANCE-GRANVILLE COMM. COLLEGE		IV	4	20.9	4	25.7	23.			24	25	22.3	19.6
WARREN WILSON COLLEGE		IV	5	14.5	5	19.9	38.	14.	10.4	31	6	15.0	11.8
WAYNE COMMUNITY COLLEGE		IV	4	21.0	4	25.8	23.			52	49	22.2	19.7
WESTERN PIEDMONT COMM. COLL.		IV	4	21.5	4	26.4	23.	44.		32	16	21.8	20.8
WILKES COMMUNITY COLLEGE		IV	4	22.1	4	27.1	23.			39	21	22.3	21.7
WILSON COUNTY TECH. INSTITUTE		IV	4	21.2	4	26.2	23.		8.1	29	14	21.8	20.0
NORTH DAKOTA													
BISMARCK JUNIOR COLLEGE		IV	2	28.1	2	34.9	24.		16.7	68	19	28.8	25.8
LAKE REGION CMTY COLLEGE		IV	4	22.1	3	28.0	27.		13.3	18	5	—	—
NORTH DAKOTA ST. SCH. OF SCI.		IV	3	26.8	3	32.7	22.	67.	10.9	135	28	26.7	26.8
N. DAK. STATE UNIV-BOTTINEAU		IV	3	24.9	3	30.5	23.	58.	15.4	17	7	24.9	24.8
OHIO													
CINCINNATI TECHNICAL COLLEGE		IV	1	31.5	1	38.1	21.	48.	4.7	72	34	35.5	23.3

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
OHIO(CONTD)													
COLUMBUS TECHNICAL INST		IV	3	24.8	3	28.9	16.	49.	6.6	90	68	26.0	23.2
HOCKING TECHNICAL COLLEGE		IV	4	22.4	4	26.1	17.		5.5	67	69	22.7	22.1
OKLAHOMA													
EASTERN OKLAHOMA STATE COLL.		IV	3	26.6	3	31.2	17.	68.	15.4	39	20	26.5	26.8
ROSE STATE COLLEGE		IV	3	25.4	3	29.5	16.	75.	9.2	80	68	26.6	24.0
SAINT GREGORY'S COLLEGE		IV	4	22.0	4	24.7	12.	75.	6.4	8	4	—	—
SAYRE JUNIOR COLLEGE		IV	3	24.1	4	27.1	12.	91.	8.1	6	5	—	—
OKLAHOMA CITY COMMUNITY COLL		IV	3	26.8	3	31.3	17.		8.6	54	42	27.2	26.3
OREGON													
BASSIST COLLEGE		IV	4	22.3	4	25.0	12.				10		—
BLUE MOUNTAIN COMMUNITY COLL		IV	1	32.1	1	42.8	33.	81.		52	15	34.2	25.1
CHEMEKETA COMMUNITY COLLEGE		IV	2	28.5	1	38.1	34.	87.		109	73	29.5	26.9
CLATSOP COMMUNITY COLLEGE		IV	3	25.9	2	35.5	37.	69.	3.3	25	11	25.7	26.3
MOUNT HOOD CMTY COLLEGE		IV	2	30.5	1	40.8	34.	89.		102	56	31.3	29.1
PORTLAND COMMUNITY COLLEGE		IV	2	27.9	1	38.1	36.	80.	4.9	212	147	28.9	26.6
ROGUE COMMUNITY COLLEGE		IV	2	27.1	2	33.5	24.	71.		38	17	29.9	20.9
TREASURE VALLEY COMM.COLLEGE		IV	3	24.1	2	33.1	38.		7.0	33	12	24.8	22.0
UMPQUA COMMUNITY COLLEGE		IV	3	26.3	2	35.6	36.	84.		35	22	27.5	24.3
PENNSYLVANIA													
ART INSTITUTE PITTSBURGH		IV	5	19.1	5	22.3	17.			50	23	19.8	17.5
BEREAN INSTITUTE		IV	5	14.1	5	17.9	27.			7	9	15.6	12.9
LINCOLN TECH INST		IV	4	21.2	4	25.4	20.			43		—	
PENNCO TECH	PNA	IV											
VALE TECHNICAL INST		IV	5	16.2	5	19.1	18.			19		—	
SOUTH CAROLINA													
AIKEN TECHNICAL COLLEGE		IV	3	25.9	3	30.5	18.		13.0	33	16	27.2	23.1
ANDERSON COLLEGE		IV	4	22.0	4	26.2	19.	82.		28	22	22.0	21.9
BEAUFORT TECH COLLEGE		IV	5	19.4	5	23.5	21.			25	22	21.4	17.1
CHESTERFLD-MARLBORO TECH		IV	3	25.1	3	29.6	18.			13	13	28.2	21.9
CLINTON JUNIOR COLLEGE		IV	5	7.4	5	8.3	13.			4	4	—	—
DENMARK TECHNICAL COLLEGE		IV	5	20.4	5	24.3	19.		11.1	24	11	20.2	20.9
FLORENCE-DARLGTN TECH.COLL.		IV	4	22.7	4	27.1	19.		9.0	46	44	24.1	21.2
GREENVILLE TECH COLLEGE		IV	4	22.5	4	26.7	18.			97	95	23.9	21.1
HORRY-GEORGETOWN TECH COLL.		IV	4	21.6	4	25.7	19.			31	21	22.1	20.9
MIDLANDS TECH COLLEGE		IV	4	22.0	4	26.1	18.			89	94	24.1	20.1
ORANGEBURG CALHOUN TECH C		IV	4	21.4	4	25.5	19.			28	36	23.0	20.1
PIEDMONT TECH COLLEGE		IV	4	20.7	5	24.5	18.			34	18	21.4	19.5
SPARTANBURG METHODIST COLL.		IV	5	20.1	5	22.9	14.	36.		12	10	20.7	19.4
SPARTANBURG TECH COLLEGE		IV	4	21.7	4	25.8	19.		9.0	41	34	23.1	20.0
SUMTER AREA TECH COLLEGE	1	IV	4	21.1	4	25.2	19.		13.1	29	29	21.1	21.1
TRI-COUNTY TECH COLLEGE		IV	4	22.2	4	26.1	18.			48	30	22.9	21.0
TRIDENT TECHNICAL COLLEGE	24	IV	4	23.3	4	27.5	18.			65	51	24.0	22.3
WILLIAMSBURG TECH COLLEGE	PNA	IV											
YORK TECHNICAL COLLEGE		IV	4	22.2	4	26.5	20.			31	37	24.1	20.6
SOUTH DAKOTA													
OGLALA LAKOTA COLLEGE		IV	5	19.6	5	22.7	16.			18	11	19.6	19.6
PRESENTATION COLLEGE		IV	5	17.6	5	20.0	14.			5	1	—	—
TENNESSEE													
TOMLINSON COLLEGE		IV	5	18.7	5	22.2	19.	55.		7	4	—	—
TEXAS													
ALVIN COMMUNITY COLLEGE		IV	2	30.5	2	34.8	14.	69.		69	39	30.7	30.1
ANGELINA COLLEGE		IV	3	26.8	3	30.0	12.	73.		26	23	27.2	26.4
BEE COUNTY COLLEGE		IV	3	25.0	3	28.3	13.			47	40	26.1	23.8
BROOKHAVEN COLLEGE		IV	1	33.5	2	37.8	13.			32	31	33.6	33.5
CEDAR VALLEY COLLEGE		IV	1	32.4	2	36.6	13.			31	7	32.1	33.6
CISCO JUNIOR COLLEGE		IV	4	22.6	4	25.7	14.	38.		37	23	23.3	21.5
CLARENDON COLLEGE		IV	4	22.9	4	26.0	13.	35.		17	9	23.9	20.9
COOKE COUNTY COLLEGE		IV	3	23.4	3	28.4	21.		3.8	34	22	24.0	22.5
EASTFIELD COLLEGE		IV	1	35.8	1	40.3	12.			70	28	36.1	35.2
EL CENTRO COLLEGE		IV	1	32.3	2	37.2	15.			49	77	33.3	31.6
EL PASO COUNTY COMM.COLLEGE	1	IV	3	25.8	3	29.5	14.	49.	5.9	145	102	26.3	24.9
GRAYSON COUNTY COLLEGE		IV	3	26.0	3	31.2	20.			43	37	27.2	24.7
HOWARD COUNTY JR.DISTRICT		IV	3	25.4	3	31.3	24.	21.		20	32	26.4	24.7
MIDLAND COLLEGE		IV	1	31.2	2	38.0	22.			64	24	31.6	30.2
MOUNTAIN VIEW COLLEGE		IV	1	35.3	1	40.4	14.			52	17	35.4	34.9
NAVARRO COLLEGE		IV	3	26.8	3	32.9	23.			30	19	27.3	25.9
NORTH LAKE COLLEGE		IV	1	34.0	1	38.4	13.			32	19	33.6	34.7
PARIS JUNIOR COLLEGE	1	IV	4	22.9	4	27.8	22.	64.	1.6	40	37	23.2	22.5
RICHLAND COLLEGE		IV	1	35.0	1	39.3	12.			88	56	35.9	33.5
SOUTHWEST TEXAS JUNIOR COLL.		IV	2	27.2	3	30.7	13.	53.		33	22	28.7	24.8
TEMPLE JUNIOR COLLEGE	1	IV	2	27.5	3	32.9	20.	84.		38	43	28.3	26.7
TEX.ST.TECH.INST-AMARILLO		IV	4	21.9	4	26.6	22.		3.0	77	19	22.5	19.0
TEXAS STATE TECH-HARLINGEN		IV	4	21.8	4	27.3	25.			122	37	22.3	20.2
TYLER JUNIOR COLLEGE		IV	3	26.5	3	32.8	23.			97	106	28.0	25.1
WHARTON COUNTY JUNIOR COLL.	1	IV	2	27.6	2	33.4	21.			54	44	28.4	26.7
UTAH													
COLLEGE OF EASTERN UTAH		IV	3	24.1	3	31.5	31.	36.	7.8	38	17	25.5	20.8
UTAH TECH COLLEGE AT PROVO	3	IV	3	26.4	2	33.7	28.	62.		124	45	27.0	24.9
VIRGINIA													
SOUTHERN SEMINARY JR. COLL.		IV	5	18.3	5	20.9	14.		8.1	7	10	18.2	18.4

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
WASHINGTON													
ART INSTITUTE OF SEATTLE		IV	5	19.7	5	23.3	18.			10	5	—	—
BELLEVUE COMMUNITY COLLEGE		IV	2	28.6	2	35.2	23.	87.		55	35	29.3	27.5
BIG BEND CMTY COLLEGE		IV	2	28.1	2	34.5	23.	77.		32	11	29.1	25.2
CENTRALIA COLLEGE	1	IV	2	27.6	2	34.5	25.	78.		44	11	27.6	27.5
CLARK COLLEGE		IV	2	27.8	2	34.2	23.	71.		78	42	28.6	26.1
COLUMBIA BASIN COLLEGE		IV	3	26.9	2	33.4	24.	84.		63	25	27.2	26.1
CORNISH INSTITUTE		IV		—		—	—			2	2	—	—
EDMONDS COMMUNITY COLLEGE		IV	3	26.4	3	32.2	22.	58.		58	33	26.6	26.1
EVERETT COMMUNITY COLLEGE		IV	2	27.3	2	34.0	25.	88.		64	32	27.2	27.3
FORT STEILACOOM COMM.COLLEGE		IV	3	26.5	3	32.5	23.	72.		64	34	27.6	24.4
GRAYS HARBOR COLLEGE		IV	2	27.7	2	34.6	25.	83.	3.5	31	9	28.2	26.2
GREEN RIVER CMTY COLLEGE		IV	1	30.7	2	37.9	24.	88.		72	23	30.9	29.7
HIGHLINE COMMUNITY COLLEGE		IV	2	27.6	2	34.0	23.	92.		77	43	28.1	26.6
LOWER COLUMBIA COLLEGE		IV	3	24.9	3	30.5	23.	73.		48	22	25.6	23.3
NORTH SEATTLE COMMUNITY COLL		IV	2	28.3	2	34.8	23.	84.		58	36	28.7	27.6
SOUTH PUGET SOUND COMM.COLL.		IV	3	25.6	3	31.9	24.	58.		27	18	25.5	25.8
OLYMPIC COLLEGE		IV	2	28.3	2	35.1	24.	92.		56	24	28.6	27.5
PENINSULA COLLEGE		IV	2	29.2	2	36.1	24.	79.		30	8	29.7	27.4
SEATTLE CENTRAL COMM.COLL.		IV	2	28.2	2	34.9	24.	79.		82	49	29.2	26.5
SOUTH SEATTLE COMMUNITY COLL		IV	2	27.5	2	34.0	24.	81.		53	15	28.3	24.9
SKAGIT VALLEY COLLEGE		IV	3	25.5	3	31.5	24.	76.		50	28	26.8	23.2
SPOKANE,THE COMM. COLLS. OF		IV	3	26.1	3	32.3	24.	82.	2.5	227	97	26.5	25.1
SPOKANE FALLS COMM. COLLEGE		IV	3	26.8	2	33.2	24.	84.		87	41	27.2	25.8
TACOMA COMMUNITY COLLEGE	23	IV	1	31.8	1	39.2	23.	85.	6.6	48	20	32.0	31.4
WALLA WALLA COMMUNITY COLL.		IV	3	25.8	3	31.8	23.	70.		51	28	25.8	25.7
WENATCHEE VALLEY COLLEGE		IV	3	26.4	3	32.7	24.	70.		36	14	26.2	26.9
WHATCOM COMMUNITY COLLEGE		IV	3	24.1	3	29.7	23.	85.		12	8	24.0	24.3
YAKIMA VALLEY COMMUNITY COLL		IV	2	28.8	2	35.7	24.	80.		57	34	29.8	27.2
WISCONSIN													
DISTRICT ONE TECH INSTITUTE		IV	2	28.3	2	36.2	28.		1.4	104	50	28.2	28.5
MID-STATE TECHNICAL INST.		IV	2	28.2	2	35.5	26.			46	29	28.4	27.7
MORAINE PARK VTAE DISTRICT		IV	2	27.6	2	35.5	29.		9.0	82	49	28.6	25.8
NORTHEAST WIS TECH INST	26	IV	2	27.3	2	34.4	26.			125	57	27.6	26.5
WYOMING													
CASPER COLLEGE		IV	2	27.7	2	34.9	26.	68.	4.6	90	46	28.6	26.2
LARAMIE COUNTY COMM. COLL.		IV	2	27.1	2	34.1	26.	77.	6.7	46	33	28.3	25.4
MICRONESIA													
COMMUNITY COLL. MICRONESIA		IV	5	19.9	5	22.0	11.		7.0	11	10	26.6	12.5

NOTES TO APPENDIXES I AND II

For the purpose of this survey, 12-month data are converted to a standard academic year basis. A factor of 9/11 (or 81.8 percent) is used to convert twelve-month salaries except when the institution has a different formula. The first twenty-five footnotes are used to indicate which formula has been used to convert twelve-month data for specific institutions.

1. A factor of 75.0
2. A factor of 76.9.
3. A factor of 80.0.
4. A factor of 83.3.
5. A factor of 85.7.
6. A factor of 90.0.
7. A factor of 86.0.
8. A factor of 95.0.
9. A factor of 85.5.
10. A factor of 86.4.
11. A factor of 86.9.
12. A factor of 90.9.
13. A factor of 79.2.
14. A factor of 87.5.
15. A factor of 91.7.
16. A factor of 66.7.
17. A factor of 72.2.
18. A factor of 76.6.
19. A factor of 78.0.
20. A factor of 78.1.
21. A factor of 82.2.
22. A factor of 83.0.
23. A factor of 83.4.
24. A factor of 85.0.
25. A factor of 92.3.
26. Salary negotiations were still under way at time of submission. Therefore, data do not reflect 1985–86 increase.
27. Fringe benefits have been estimated by Maryse Eymonerie and based on information given in previous years.
28. The retirement component does not include the contribution made for unfunded retirement liability.
29. The data shown under *men* include both men and women combined.
30. The overall compensation also includes a portion of the employee's contribution to the Federal Social Security Program which is paid by the state (5.85 percent of first $16,500).
31. *Faulkner University*—Formerly known as Alabama Christian College.
32. *University of Montevallo*—Data include only faculty with 9-month contracts.
33. *University of Colorado Health Science Center*—Data also include the School of Dentistry.
34. *Mercer University in Atlanta*—Data also include the Merce School of Pharmacy.
35. *Illinois Eastern Community Colleges*—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges.
36. *National College of Education*—Data include campuses in Evanston, Chicago, Lombard, Illinois, and Creve Coeur, Missouri.
37. *Western Illinois University*—The average salary for the rank of Associate Professor published in the 1984–85 Annual Report was incorrect. The average for men was 27,8 rather than 34,7; the overall average for rank (men and women combined) should have been shown as 27,5 instead of 33,0.
38. *DePauw University*—The average salary and average compensation (men and women combined) for the rank of Assistant Professor published in the 1984–85 Annual Report should have been shown as 23,8 and 30,7 instead of 23,7 and 29,1, respectively.
39. *Indiana University-Northwest*—The percentage increase in salary for continuing faculty in the rank of Associate Professor published in the 1984–85 Annual Report should have been shown as 5.8 rather than 5.9 percent.
40. *Indiana Vocational Technical Colleges*—Data include all 13 campuses.
41. *University of Southern Indiana*—Formerly known as Indiana State University Evansville.
42. *Eastern Iowa Community College District*—Data include Scott, Clinton, and Muscatine Community Colleges.
43. *Iowa Lakes Community College*—Data also include the North Attendance Center.
44. *Kansas Wesleyan*—The average salary for the rank of Assistant Professor published in the 1984–85 Annual Report should have been shown as 15,3 instead of 9,9.
45. *Northern Kentucky University*—Data do not include the Chase College of Law.
46. *Watterson College*—Data include the entire Jostens Education Systems, Inc. with campuses in Georgia, Kentucky, Maryland, Missouri, North Carolina, and Pennsylvania.
47. *Louisiana State University and Agri. & Mech. College*—Data also include the Center for Agricultural Science & Rural Development and the Law School.
48. *Charles County Community College*—Data also include the Smallwood Village Center, the Colleges at St. Mary's County and Calbert County.
49. *Essex Community College*—Average Compensation by rank published in 1984–85 did not include fringe benefits. The averages by rank should have been shown as 50.3, 40.5, 34.6, 27.3, and 41.0 for the ranks of Professor, Associate, Assistant, Instructor, and All Ranks Combined, respectively.
50. *Peabody Institute of Johns Hopkins University*—Data apply only to the faculty in the Conservatory.
51. *University of Baltimore*—Data include the Yale Gordon College of Liberal Arts and the School of Business.
52. *Lesley College*—Data published in the 1984–85 Annual Report were subsequently revised. The average salary for the ranks of Professor and Instructor should be 28.1 and 17.7 rather than 27.6 and 18.1, respectively.
53. *Arrowhead Community College-Region*—Data include Hibbing, Itasia, Mesabi, Rainy River, and Vermilion Community Colleges. 1985–86 salary was still under negotiation at time of submission.
54. *University of Nebraska at Omaha*—Data do not reflect 1985–86 salary increase.
55. *New Hampshire College*—Data are for the School of Business only.
56. *Alfred University*—Data also include the New York School of Ceramics at Alfred.
57. *College of Saint Rose*—Data include only lay faculty.
58. *Columbia University*—Data do not include Applied Science faculty.
59. *Cornell University (Endowed College)*—Data include the College of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Graduate School of Business and Public Administration and Nutrition.
60. *Hebrew Union College*—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary and average compensation figures reflect an upward skewing for this institution which can be deceptive.
61. *Salve Regina-Newport College*—The compensation figures published in the 1984–85 Annual Report were erroneous. These figures did not include the institution's contribution to fringe benefits, data which were not available at time of submission.
62. *Augustana College*—The average salary for the rank of Associate Professor published in the 1984–85 Annual Report was incorrect. The average for both men and women combined should have been 24.3 rather than 19.9; the average for women 22.8 rather than 2.8.
63. *George Mason University*—The percentage of tenured full professors published in the 1984–85 Annual Report was erroneous. This figure should have been 87 percent.
64. *Virginia Intermont College*—A 5 percent bonus was given to all returning faculty. This bonus, however, is not reflected in 1985–86 base salary.
65. *University of Puget Sound*—Data do not include the Law faculty.
66. *University of Redlands*—Salary increases for continuing faculty published in the 1984–85 Annual Report were erroneous. The overall increase for those remaining on staff averaged 7 percent.
67. Fringe benefits have been estimated. Salary negotiations still under way. The data taken from the Chancellor's annual report on staffing and salaries are shown under *men* and include both men and women combined.

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UPDATE

Association News and Developments in Higher Education

AAUP Support Offered to Kemp

The governing board of AAUP's Academic Freedom Fund has approved a loan to Professor Jan Kemp, whose recent legal dispute with the University of Georgia has attracted national attention.

On February 12, a jury in a federal court in Atlanta awarded more than $2.5 million to Professor Kemp, a former remedial English instructor at the University of Georgia, who charged that two university administrators had dismissed her from the faculty because she had protested publicly about preferential treatment given to athletes in the Developmental Studies Program.

Professor Kemp was initially appointed as Instructor in and Coordinator of the English section of the Developmental Studies Program in the fall of 1978. The program offers noncredit remedial courses in English, reading, and mathematics to freshmen whose high school grades and test scores would otherwise prevent them from gaining admission to the regular academic curriculum and is intended to help the students reach the level of proficiency to cope with credit courses in the regular curriculum. At the University of Georgia each year the program typically enrolls about 300 academically ill-prepared students, of whom some 10 to 20 percent are athletes. Policies governing academic performance in developmental studies require that students achieve passing grades in their courses within four quarters. If they fail to do so, according to these policies, they are automatically expelled from the university.

Professor Kemp, by all accounts a very successful teacher, curriculum developer, and adviser, was promoted to the rank of assistant professor in the fall of 1980. Beginning in the spring of 1981, however, she became embroiled in a series of progressively more serious disputes with her immediate administrative superiors, Dr. Leroy Ervin, assistant vice president for academic affairs and director of the Division of Developmental Studies, and Dr. Virginia Y. Trotter, vice president for academic affairs. In March 1981, according to Professor Kemp, she refused Dr. Ervin's request that she instruct another remedial English teacher under her supervision to change the failing grades of five scholarship athletes to "incompletes," whereupon he berated her and compared her importance to the university—unfavorably—to that of a star basketball player. The grades, she says, were eventually changed, despite her opposition.

Professor Kemp's most serious confrontation with university administrative officers occurred in late December 1981 and early January 1982 and focused on her challenge to the practice of giving preferential academic treatment to athletes enrolled in developmental studies—a practice intended to keep them academically eligible and thereby enable the university to field successful revenue-producing athletic teams. At the end of the fall quarter, their fourth and final quarter in developmental studies, nine varsity football players had failed to pass the remedial English course they were required to complete in order to remain at the university. The nine athletes would have faced dismissal from the university under normal policy—as was the case with one nonathlete in remedial English who had been performing at the same level—but for the fact that Vice President Trotter over the Christmas break intervened to give the football players "administrative exits" from the program and admittance into the regular curriculum, thus allowing them to remain enrolled and to retain their eligibility to play in the Sugar Bowl game on New Year's Day. Professor Kemp was prominent among a group of faculty members in developmental studies who criticized the administration's actions as undermining the academic integrity of the program.

On February 3, 1982, Vice President Ervin, having previously removed Professor Kemp from various faculty committees, removed her as coordinator of the remedial English program and subsequently reduced her from a twelve-month to a nine-month contract. In September Dr. Ervin advised Professor Kemp that her faculty appointment would not be renewed for the 1983–84 academic year. The following month (October 1982) she filed suit in federal district court, charging university officials with demoting her and denying her reappointment in retaliation for having spoken out on issues of academic concern and exercising her constitutionally guaranteed rights of free speech.

After several delays and postponements, the trial of Professor Kemp's suit began on January 13, 1986. Professor Kemp, who had taken a position as part-time English instructor at Southern Technical Institute in Marietta, Georgia, following her release from the University of Georgia, was seeking reinstatement, back pay, and punitive and compensatory damages. On February 12, a six-member jury found that she had been wrongfully denied reappointment and awarded her $2.57 million. The state of Georgia is contesting both the verdict and the award.

In the wake of the Kemp trial, the Board of Regents of the University System of Georgia announced an investigation of the remedial studies program at the University of Georgia. Pending completion of their investigation, the regents have twice voted to defer the reappointment of university president Fred C. Davison, who during the trial had defended the actions of Dr. Trotter and Dr. Ervin and sought to justify the admission and retention of athletes with academic deficiencies. On March 13 Davison announced his resignation, effective July 1, from the presidency.

In the course of pursuing her suit, Professor Kemp has incurred substantial personal debts. These debts, excluding court costs and attorneys' fees, reportedly run to some $100,000. Despite the trial court's sizeable monetary award, Professor Kemp has received nothing from her lawsuit as of this writing. A settlement offer of $750,000 was put forth by the attorney general's office, but Professor Kemp declined it, in significant part because it included no provisions for changes in the practices to which she had objected.

The Georgia Conference of AAUP and the local AAUP chapter at the University of Georgia have both endorsed the solicitation of funds for

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Professor Kemp to help her pay immediate debts and have established a "Friends of Jan Kemp" committee for that purpose. In addition to fund-raising efforts by AAUP leaders in Georgia, the governing board of the Academic Freedom Fund recently approved a short-term emergency loan in the amount of $5,000 to Professor Kemp to help see her through her current financial difficulties. In recommending the loan to the governing board, the Association's staff concluded: "The issues of academic freedom posed by the Kemp case—reflected in the changing of grades, the unwillingness to implement student dismissals, and the decision not to reappoint the faculty member who objected to these assaults on academic integrity—seem to us to warrant Association support."

Cornell Rejects Supercomputer Grant

Cornell University has initially turned down a $10 million grant for a new campus "supercomputer" because the money was granted by the U.S. Congress without the traditional academic merit-review procedures.

Cornell had previously joined several other research universities in condemning specially earmarked funds granted without competitive bidding. The large research universities stressed the need for open allocations free of political influence. The merit-review process requires that funds not be allocated without submission of a proposal to be evaluated by a panel of independent scholars. Several administrators at smaller colleges and universities have voiced support of the direct-grant procedure, however, pointing out that money allocated through the peer-review procedures most often goes to a small number of prestigious universities. In the July–August 1985 issue of *Academe* (p. 27), Professor Morton Tenzer wrote of a growing practice whereby colleges and universities hire Washington lobbyists to secure direct appropriations for their institutions, bypassing the merit-review process. Tenzer called this practice "the new pork barrel in higher education."

The money granted to Cornell, in a bill sponsored by Senator Mark Hatfield (R-Oregon), was part of a $65.6 million allocation that also awarded grants to nine other academic institutions. Cornell officials said that they would accept the grant if it was made subject to competitive bidding, and university officials have received recent assurances that the Department of Defense would be conducting a review process for the awarding of the supercomputer contract. Noting that Cornell University feels that the project will produce "technology that is important to the nation and to science," Cornell's vice president for university relations, John Burness, stated, "It is our understanding that there will be a competition and we hope to be successful in that competition."

Tax-Free Tuition Remission for Teaching Assistants Expires

On December 31, 1985, several provisions of the federal tax code affecting higher education expired despite efforts to extend them. One such provision had important implications for teaching and research assistants. The provision, Section 127, permitted employees to receive tax-free financial assistance up to $5,000 from their employers. In most instances, the assistance is provided by companies to employees enrolled in work-related higher education programs. In 1985, Section 127 was amended to include tuition remission for those teaching and research assistants who are designated as "employees" by their institutions. When Section 127 expired, the tax-free tuition remission for those teaching and research assistants also expired.

Legislation to extend Section 127 for two years passed the House as part of the tax reform bill, H.R. 3838. The draft tax reform proposals introduced by Senator Robert Packwood (R-Oregon) include permanent tax-free status for educational assistance programs. Separate legislation to make Section 127 permanent is pending in both the House and Senate, but it is unclear at the present time when the House and Senate leadership will come to an agreement on the separate legislation.

General Secretary Reappointed

Ernst Benjamin has accepted reappointment as general secretary of the AAUP for a four-year term commencing in June 1986. The Association's Council voted at its November 1985 meeting to reappoint Benjamin to the position.

In announcing the reappointment, President Paul H.L. Walter said, "I am delighted that Ernie has decided to continue as general secretary. During his eighteen months in the position, the Association has improved its financial position, clarified its joint-venture arrangements, and strengthened its ties with other higher education organizations. I am confident that, with Ernie as general secretary, this progress will continue."

Benjamin Testifies at Retirement Hearing

AAUP General Secretary Ernst Benjamin testified on pension plans at a February hearing sponsored by the Commission on College Retirement.

In his testimony, Benjamin emphasized that highest priority must continue to be given to adequate funding and to portability of benefits. Increased flexibility with regard to investment and payout options may be desirable, but the limitless flexibility which would accompany complete "deregulation" is not necessarily in the best interest of the professoriate. Benjamin explained to *Academe* that "since flexibility and the promise of higher returns will always tempt a significant number of participants, I believe the shift to a competitive market for faculty pension plans may lead to a decline in institutional responsibility and individual security."

Benjamin spoke as a member of a select committee on retirement issues, representing the major Washington-based higher education associations. The committee has agreed on the importance of preserving the role of TIAA-CREF as the primary provider of vested and portable faculty pension plans, and has agreed on the importance of working with TIAA-CREF on reforms which would allow it to continue in that role.

The committee expressed its concern with TIAA-CREF's inadequate legislative and public relations activity, unresponsive governance, and inadequate counseling and information. In addition to Benjamin's emphasis on adequate funding, Robert Carr of the National Association of College and University Business Officers emphasized the need for more flexible investment and payout provisions.

The Carnegie-sponsored Commission on College Retirement will issue a series of reports on issues related to retirement, including retirement age, financial planning, and long-term care. Its first report, on retirement ages for college and university faculty, has recently appeared.

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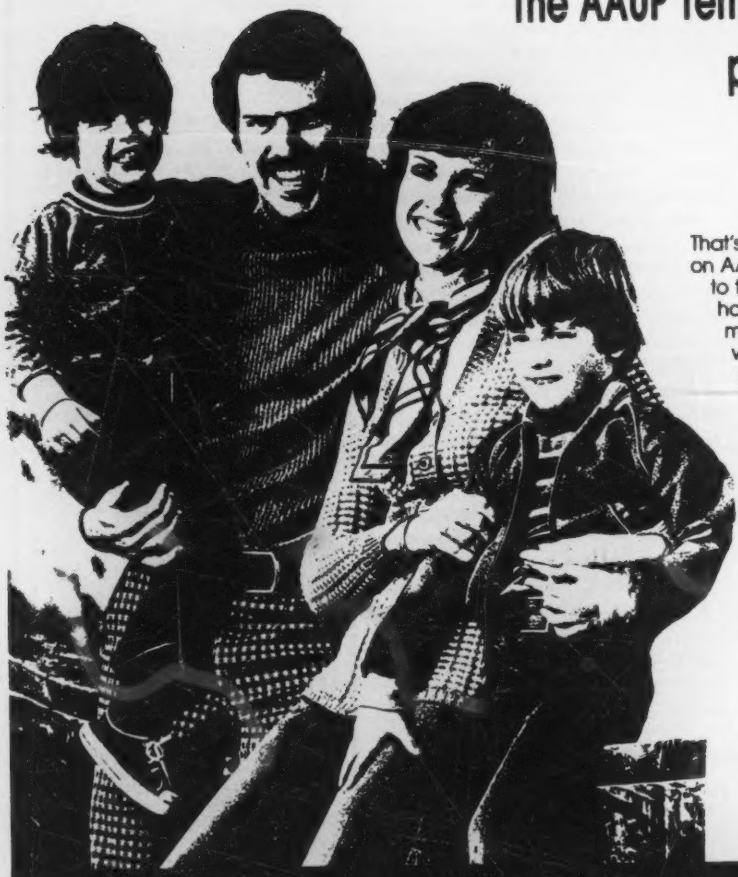

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Fulbright Award Competition Opened

The Council for International Exchange of Scholars announced in February that they are now accepting applications for 1987–88 Fulbright grants. In 1987–88 over 300 research grants will be awarded and over 700 grants will be awarded for university lecturing. The grants cover a very wide range of disciplines, and scholars in all academic ranks are eligible to apply. Applications are also encouraged from retired faculty and independent scholars. Application deadlines vary but begin on June 15, 1986. For more information, contact the Council for International Exchange of Scholars, Eleven Dupont Circle, N.W., Washington, D.C. 20036-1257, telephone: (202) 939-5401.

Committee Chairs Appointed

President Paul H.L. Walter has recently announced the appointment of three new committee chairs. Professor Jack H. Schuster (Higher Education, Claremont Graduate School) has succeeded Professor Paul Strohm (English, Indiana University, and *Academe* editor) as chair of the Association's Committee T on College and University Government. Professor Schuster was a featured speaker at the 1985 AAUP Annual Meeting and is the coauthor, with Howard R. Bowen, of *American Professors: A National Resource Imperiled,* published in 1986 by Oxford University Press. Robert K. Webb (History, University of Maryland, Baltimore County) is the new chair of Committee B on Professional Ethics, succeeding Richard Barber (Philosophy, University of Louisville). Professor Webb, a former first vice-president of the Association, will serve until 1988. Dennis Marks (Astrophysics, Valdosta State University) has accepted an appointment as chair of Committee F on Chapters, Conferences, Members, and Dues, replacing David C. Newton, who resigned upon assuming an administrative position at Central Connecticut State University. Professor Marks recently served on a special subcommittee on retrenchment language and was a co-author of "Coping with Retrenchment: Faculty Experiences," which appeared in the May–June 1985 issue of *Academe*.

Theologians Speak Out on Threat to Professor Curran

The following is the text of a statement drafted and approved by various past presidents of the Catholic Theological Society of America and the College Theology Society:

On September 17, 1985, Cardinal Joseph Ratzinger, prefect of the Sacred Congregation for the Doctrine of the Faith, informed Father Charles E. Curran, professor of Moral Theology at The Catholic University of America, Washington, D.C., that unless Father Curran retracted certain views on various official teachings of the Catholic church, Father Curran would not be allowed to continue teaching Catholic theology in the name of the church.

The areas of dissent explicitly mentioned in Cardinal Ratzinger's letter concerned contraception, direct sterilization, abortion, euth[illegible] masturbation, premarital intercourse, homosexual acts, and the indissolubility of sacramental and consummated marriage.

The letter did not specify how Father Curran's writings are at variance with these official teachings, nor does the letter make any claim that any of these teachings fulfill the conditions necessary for an infallible pronouncement. The letter makes clear, nonetheless, that Father Curran's positions "violate the conditions necessary for a professor to be called a Catholic theologian."

The underlying assumption of the letter, therefore, is that dissent from noninfallible teachings effectively places one outside the body of Catholic theologians.

Because many of us are not specialists in moral theology/Christian ethics and, in any case, have not actually seen the Curran dossier, we shall not presume to comment on the specific points of disagreement between Father Curran and the congregation.

However, the letter does raise many serious questions which transcend any specific point of disagreement: (1) Which noninfallible teachings are serious enough to provoke such a result, and how are those teachings determined? (2) How many noninfallible teachings would one have to disagree with before this result would follow, and how is that number determined? (3) If disagreement with any noninfallible teaching of the church is sufficient to provoke this result, on what theological, doctrinal, or historical basis is that principle deduced? (4) If one is declared no longer a Catholic theologian, does that modify in any way the theologian's relation to the Catholic church itself? If so, how? If not, what does such a declaration mean?

One could leave aside entirely such substantive theological questions as these and still be profoundly disturbed by this letter and the threat of action contained in it. If Father Curran's views on the various issues mentioned in the letter are so incompatible with Catholic teaching that he must be declared no longer a Catholic theologian, justice and fairness would dictate that other Catholic theologians who hold similar views should be treated in exactly the same fashion.

Indeed, the credibility of any action on the part of the congregation would be seriously undermined by a failure to identify and act upon other such cases. The problem is, of course, that there are very many Catholic theologians who do dissent from noninfallible teachings.

This threatened action also raises serious questions about the academic integrity of Catholic institutions of higher learning. For many years, enemies of the Catholic church in the United States have argued that Catholic colleges and universities are not independent academic institutions, but are nothing more than educational arms of the official church. If Father Curran were removed from his position as a professor of theology at The Catholic University of America, it would be far more difficult to rebut this charge, and particularly as it might apply to that national institution.

We should like to make one final remark about Charles Curran himself. Father Curran enjoys the complete respect of his colleagues in the American Catholic theological community and beyond. We can think of no Catholic theologian in this country who is more well-liked and personally admired than Charles Curran. He is generous and considerate to a fault, toward colleagues and students alike.

There would be much more than professional distress, therefore, if the contemplated action against him were carried out.

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CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 100 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May 1978 issue of the *AAUP Bulletin*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State Colleges and Universities under South Dakota State Board of Regents (September, 1961, 247-55) Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).	1962
Grove City College (Pennsylvania) (March, 1963, 15-24)	1963
College of the Ozarks (Arkansas) (December, 1963, 352-59) Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	1964
Nebraska State Colleges (December, 1964, 347-54) Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.	1965
Amarillo College (Texas) (September, 1967, 292-302)	1968
Southern University (Louisiana) (March, 1968, 14-24)	1968
Troy State University (Alabama) (September, 1968, 298-305)	1969
Frank Phillips College (Texas) (December, 1968, 433-38)	1969
Central State University (Oklahoma) (March, 1969, 66-77)	1969
Laredo Junior College (Texas) (December, 1970, 398-404)	1971
Southern Arkansas University (March, 1971, 40-49)	1971
Tennessee Wesleyan College (March, 1971, 53-57)	1971
Onondaga Community College (New York) (June. 1971, 167-74)	1972
Colorado School of Mines (March, 1973, 73-79)	1973
McKendree College (Illinois) (March, 1973, 86-92)	1973
Rider College (New Jersey) (March, 1973, 93-100)	1973
Camden County College (New Jersey) (September, 1973, 356-62)	1974
Voorhees College (South Carolina) (March, 1974, 82-89)	1974
Virginia Community College System (April, 1975, 30-38)	1975
Concordia Seminary (Missouri) (April, 1975, 49-59)	1975
Houston Baptist University (April, 1975, 60-64)	1975
Murray State University (Kentucky) (December, 1975, 322-28)	1976
Blinn College (Texas) (April, 1976, 78-82)	1976
Marquette University (Wisconsin) (April, 1976, 83-94)	1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87)	1977
Wilkes College (Pennsylvania) (April, 1977, 88-93)	1977
State University of New York (August, 1977, 237-60)	1978
University of Detroit (March, 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May, 1978, 93-98)	1978
University of Maryland (May, 1979, 213-27)	1979
University of Texas of the Permian Basin (May, 1979, 240-50)	1979
Wingate College (North Carolina) (May, 1979, 251-56)	1979
Olivet College (Michigan) (April, 1980, 140-50)	1980
Nichols College (Massachusetts) (May, 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April, 1981, 86-95)	1981
Yeshiva University (New York) (August, 1981, 186-95)	1982
Eastern Oregon State College (May-June, 1982, 1a-8a)	1982
University of Idaho (November-December, 1982, 1a-17a)	1983
Sonoma State University (California) (May-June, 1983, 3-12)	1983
Goucher College (May-June, 1983, 13-23)	1983
Auburn University (May-June, 1983, 24-32)	1983
Morehead State University (Kentucky) (May-June, 1983, 33-41)	1983
American International College (Massachusetts) (May-June, 1983, 42-46)	1983
Illinois College of Optometry (November-December, 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a)	1984
University of Northern Colorado (May-June, 1984, 1a-8a)	1984
Westminster College of Salt Lake City (November-December 1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (January-February 1985, 1a-9a)	1985
Temple University (May-June 1985, 16-27)	1985
Oklahoma College of Osteopathic Medicine and Surgery (May-June 1985, 37-41)	1985

WASHINGTON WATCH

On March 13 Senator Robert Packwood (R-Oregon), chairman of the Senate Finance Committee, unveiled his draft proposals for a tax-reform bill. It differs sharply from the House bill (H.R. 3838), which was approved on December 17. In the area of faculty pensions, which has been of primary concern to faculty and the AAUP, the Packwood proposals would not apply the restrictive nondiscrimination rules to 403(b) tax-deferred-annuity programs and would not remove the tax-exempt status of TIAA-CREF. While it would reduce the maximum annual employee's contribution to a pension plan to $7,000, the coordination of pension plans and individual retirement accounts would be different from that in the House bill. Rather than the "first dollar offset," as provided in the House bill, the Packwood proposal would apply the principle of the "last dollar offset." Therefore, a person could contribute $5,000 to a pension plan and $2,000 to an IRA; or contribute $6,000 to a pension plan and $1,000 to an IRA; or $7,000 to a pension plan and nothing to an IRA. In his statement introducing his draft proposals, Senator Packwood said his proposal "protects the tax-free status of workers' retirement savings. The House bill would substantially deny American workers the ability to save for their retirement."

At its meeting on February 7–8, Committee R on Government Relations concentrated on three of the several provisions in the tax reform bill affecting higher education. AAUP's primary concern remains faculty pension plans although we participate in several coalitions that are focusing on other provisions. We sent a legislative alert to our Congressional Network on February 10 and then outlined our concerns about provisions affecting faculty pensions in a widely circulated letter to Senator Packwood on February 19. We immediately followed it up with another legislative alert on February 26. A combination of Capitol Hill lobbying and communications to Senators from members of the AAUP Congressional Network have alerted Senators to our concerns and our recommendations.

In our letter to Senator Packwood we urged him to delete from the draft bill he is preparing three provisions of H.R. 3838:

(1) Section 1113, which would impose rules currently applied to pension plans in the profit-making sector to pension plans in the non-profit sector. These rules would eliminate the flexibility of current institutional pension programs, including portability, and would force major restructuring of both pension and retirement programs at virtually every American college and university.

(2) Section 1101, which would apply severe restrictions on coordinated contributions to faculty pension plans and individual retirement accounts. We told Senator Packwood that the restrictions would decrease the amount of funds faculty set aside for retirement and "would defeat the legitimate efforts of faculty to build adequate retirement accounts."

(3) Section 1012, which would arbitrarily remove the tax-exempt status of TIAA-CREF. The impact of such an action would be, according to TIAA-CREF, a decrease in benefits of 1/2 percent per year. We expressed to Senator Packwood our concern that TIAA-CREF could lose its tax-exempt status despite current tax policy that prohibits the taxation of pension funds.

AAUP's commitment to protecting and strengthening faculty pension and retirement programs originated in the earliest days of the organization's development. Committee P on Pensions and Insurance, chaired by Dean Harlan Fiske Stone of Columbia University Law School (later chief justice of the United States), provided in 1917 a series of recommendations to the joint commission appointed at the request of the Carnegie Foundation for the Advancement of Teaching to consider suggestions for establishing a faculty pension plan. In 1918 Teachers Insurance and Annuity Association was created with funds provided by the Carnegie Foundation. As a result of the work of Committee P, AAUP had a set of guidelines that assisted institutions in the development of their retirement policies. In 1950, a study conducted by a joint committee of the Association of American Colleges, which represented institutional presidents, and AAUP led to the adoption of a joint statement of principles on academic retirement. The statement was subsequently revised and expanded in 1958, 1969, and 1980. Today, the *Statement of Principles on Academic Retirement and Insurance Plans* (1980), provides the basis of our concern over the restrictions imposed on faculty pension plans in H.R. 3838.

The future of faculty retirement and pension plans will depend on how the Senate responds to the proposals put forth by Senator Packwood.

ALFRED D. SUMBERG
Director of Government Relations

AAUP

MEMBERSHIP INFORMATION

Individuals interested in the activities of the professoriate and concerned about higher education are invited to join the Association.

Membership dues for 1986 are indexed to the annual Committee Z salary survey.

☐ **Active Full-time:** $68

Eligibility—Individuals at approved institutions[1] who: (a) have faculty status as teachers or researchers; (b) are professional librarians; (c) are counselors with faculty status; or (d) are professional appointees who are included in a faculty collective bargaining unit.

(*Active* members who retire for age may retain their active status and thus the ability to vote and hold office or they may transfer to *emeritus* membership. Administrators whose teaching or research duties are less than half a normal load are not eligible for *active* membership. They are invited to transfer to *associate* membership or to join as *public* members.)

☐ **Active/Entrant:** $35

Eligibility—nontenured faculty for up to seven years for new members.

☐ **Active Part-time:** $20

Eligibility—Faculty who receive from an institution of higher education no more than 50 percent of the salary of an equivalent full-time faculty member in a given year, or faculty who are termed part-time under a collective bargaining agreement.

☐ **Graduate Student:** $14

Eligibility—Individuals who are, or within five years have been, doing graduate work in an approved institution.[1]

(One may not hold *graduate student* membership if eligible for *active* membership.)

☐ **Public:** $42

Eligibility—Individuals not eligible for *active, graduate student, associate,* or *emeritus* memberships.

☐ **Joint (Second) Membership:** $34

Eligibility—A husband and wife who are both *active* members may request *joint* membership. They will receive one subscription to *Academe* and the dues of *one* will be reduced. A husband and wife who are both *graduate student* members may request a similar arrangement whereby the dues of one are reduced by $2. (The same $2 *graduate student* reduction is available to a married couple holding an *active* and a *graduate student* membership.)

After eligibility has been determined and membership recorded, new members will receive acknowledgment individually.

MEMBERSHIP BY TRANSFER:

☐ **Associate:** $42

Eligibility—An *active* or *graduate student* member who becomes an administrator with less than half a normal teaching or research program.

☐ **Emeritus:** $14

Eligibility—An *active* or an *associate* member retiring for age may request transfer to *emeritus* membership. *Emeritus* members may not vote in elections or at meetings.

SUSPENSION/RESIGNATION:

A member who wishes to resign or suspend membership should notify the Washington Office in writing. During the period of suspension, which may not exceed two years, the member will remain on the rolls but will not receive dues statements, ballots, or *Academe*. Following the calendar-year suspension, the member will receive a statement for the coming year's dues and will be returned to the *Academe* subscription list.

REINSTATEMENT:

One who wishes to resume membership after it has lapsed should notify the Washington Office in writing and enclose the current year's dues.

MEMBERSHIP INQUIRIES

AAUP, Suite 500
1012 14th St., NW.
Washington, D.C. 20005

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[1] "Approved institution" means one on the accredited or candidate for accreditation lists of the established regional or professional accrediting agencies, subject to modification by action of the Association. A member may change occupation or transfer to an institution not on the Association's approved list without affecting eligibility for continuance of membership.

WHY JOIN AAUP? BECAUSE AAUP **WORKS.**

If You Are a Faculty Member, You Should be a Member of AAUP.

Professional Standards

The academic community relies on AAUP-developed policies for guidance in providing academic due process. The 1940 *Statement of Principles on Academic Freedom and Tenure* has been incorporated into many faculty handbooks. AAUP standards provide for full faculty participation in academic governance and decision making. Federal and state courts have frequently relied on Association policy statements for assistance in resolving academic disputes.

Publications

Academe, the bi-monthly journal of AAUP, publishes all Association policy statements, committee reports, and institutional investigations. Entire issues are frequently devoted to timely subjects of concern to the profession; for example, Salary Discrepancies on Campus, Values and Education, and The Non-Tenure-Track Faculty. *The Annual Report on the Economic Status of the Profession*, containing salary and compensation data on over 2100 institutions, is published each year in *Academe.*

Legislative Activities

AAUP staffs the only Government Relations Office solely concerned with issues affecting faculty members. As a result of AAUP's legislative monitoring, faculty members were alerted to the dangers the Tax Reform Bill posed for academic pension plans. AAUP has consistently resisted budget cuts in student aid and other academic programs proposed by the Reagan Administration. The *AAUP Guide to Action: A Handbook on Lobbying at the State Capitol* is a valuable resource for faculty members working with state legislatures.

Membership Benefits

AAUP membership makes you eligible to enroll in a professional liability insurance plan, in group health and life insurance plans, and in accident and disability income plans. AAUP members are entitled to reduced subscription rates to selected publications and reduced car rental rates. AAUP Gold MasterCards are available to members who qualify for the program.

This is a ☐ New Application or an ☐ Application for Reinstatement. Please do not use this form for renewal of current membership.

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*** Mandatory for Active Members at Middle Tennessee State University ($5), and Oregon State University ($8). In other states and for other chapters dues are optional.

Rates effective through December, 1986.